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LABOUR BUREAU • GOVERNMENT OF INDIA • MINISTRY OF LABOUR

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Indian Labour Gazette

Vol. VIII

February, 1951

No. 8

THE WORKERS OF THE REPUBLIC

BY THE HON'BLE SHRI JAGJIVAN RAM

The welfare of the common man has been the objective of the Constitution of the Republic of India. Every citizen has his assurance of social and economic justice under its provisions, in addition to his rights of franchise and civil liberty. The interests of the mass of workers have determined the directive principles of State policies in the Constitution. These include the protection of life and welfare of the workers, the recognition of their rights to work within the limits of the economy of the country, the provision of public assistance in case of unemployment, old age, sickness, disablement and other cases of undeserved want, the guarantee of adequate means of livelihood; a living wage, and conditions of work ensuring a decent standard of living, and full enjoyment of leisure and social and cultural activities.

Recent Labour Legislation.—Considering the vastness of area, population, diversity of interests, and neglect consequent on long foreign domination, a satisfactory tackling of the economic problem of the country is beset with many difficulties. Nor could the Government hope to achieve any spectacular results within a short time. Yet, a brief examination of the legislative measures enacted and placed on the Statute Book for the benefit of the working class during the last three years reveals that appreciable progress has been made.

India has yet to provide social security measures for her people. The Employees' State Insurance Act, 1948, is a beginning in that direction. It will in the first instance apply only to factory workers, whose number today exceeds two and a half millions. It provides for health insurance and maternity and sickness benefits as well as medical care for employees in factories.

The first attempt to regulate the working conditions of labour in agricultural holdings has been made in the Minimum Wages Act, 1948 which provides for the fixation and periodic review, and revision when necessary, of the minimum rates of wages payable to workers employed in certain scheduled employments, most of which are disorganised and scattered over large areas. These employments include among others, plantations, agriculture, and allied occupations. Taking into consideration the great diversity of economic and social conditions from one part of the country to another, and the general absence of any organization of agricultural labour, the operation of this Act presents formidable difficulties to the Government.

The safety, health and welfare of workers in factories have been regulated in an Act (the Factories Act, 1948) consolidating the laws covering them. It lays down among other things, that in factories employing more than 500 workers, Welfare Officers will have to be appointed to look after the interest of the workers.

among the three parties for future legislation for regulating the conditions of employment and work in tea, coffee, rubber and cinchona plantations, and also on measures for the provision of medical facilities and increase in wages.

Measures to increase Production.—The success of the measures to increase productivity depends, to a very large extent, on the attitude of employers' and workers' organisations to the question of raising productivity. In the past, trade unions concentrated their activities on the question of the distribution of the fruits of production rather than on an attempt to increase productivity. Trade union negotiations with employers, although concerned only with maintaining or increasing the share of the workers in the proceeds of their undertakings, have not been without influence on the level of productivity. But the benefit to production in such cases was rather an incidental result and did not design the consequence of traditional collective bargaining. In the light of this, the fact that trade unions attached greater importance in the national interests and in the interests of workers themselves to measures which aimed at raising production, is certainly evidence of the growth of a progressive outlook of the workers.

While some employers have responded to the call for increased production, others have been less responsive. If all employers recognised the need for sacrifice and came forward to assist Government in its task of setting right the disparity prevailing in the economic levels of the mass of workers on the one hand and the businessmen on the other much of the prevailing frustration and mistrust in employer-employee relations could be removed. Increased productivity can only be maintained when labour and capital, employer and employee, all work with a common impelling motive. Additional profits or wages may provide this motive for the time being, but it cannot have a sustaining force for any length of time.

Collective Bargaining.—The Government of India have always favoured the organisation of a genuine machinery for a collective bargaining for the workers. Trade unionism in India had not previously been organised on a truly national basis, which looked after the interests of the workers and the nation simultaneously.

Employment Service.—With a large-scale migration from Pakistan after partition, the machinery for the employment and resettlement of ex-services personnel has been made available for the resettlement of refugees from Pakistan. Lately, the National Employment Service has been thrown open to unemployed persons of all categories. Although the number of Employment Exchanges has been increased, the organisation is yet too small to be able to tackle effectively the problem of unemployment in the country as a whole. While unemployment has grown on account of business recession and retrenchment in Government and private establishments, the Service has had to tackle additional work-load with lesser number of personnel, consequent on the Government's policy of retrenchment. Yet, the efforts of this organisation are bearing fruit, as a large number of private employers are now recognising the essential nature of the Service, and are recruiting personnel with its help. It is hoped that it will be possible to enlarge the activities of this Service on a permanent basis in every district of all the States in future, in line with the other civilised countries of the world.

We have as yet to proceed a long way in the path of social security. The magnitude of the task of uplifting the workers' lot in India, specially after so many years of neglect, could baffle any Government, more so as the resources available are so meagre. Nevertheless, the Government of India is determined to progress towards the avowed goal, the amelioration of the lot of the workers of India, and through them that of the common man. The country can prosper only when the common man—the worker—prospers.

LABOUR CONDITIONS IN THE CEMENT INDUSTRY

The first comprehensive survey into the labour conditions in the cement industry was conducted by the Labour Investigation Committee in 1944-45, and the results of that survey are contained in the Report issued by the committee in 1946. Subsequently the Labour Bureau, with a view to bringing the data contained in that Report up-to-date, issued questionnaires to important units in the industry once in 1947* and again in 1948. More recently another questionnaire was issued to the 19 units in the industry and this article is based mainly on the replies received to the questionnaire.

General.—The origin of the cement industry in India dates back to 1904 when the first cement factory was established at Madras. The industry has gradually developed and in 1947 the number of cement works in the whole of undivided India was 24, having a capacity of 2,825,000 tons per annum. Of these, 19 with a potential capacity of 2,245,000 tons fell in the Indian Union after partition. Their regional distribution is as follows:—

Cement Factories in India (1948)†

| State | No. of cement factories |
|-------------------|-------------------------|
| 1. Bihar | 6 |
| 2. Bombay | 1 |
| 3. Hyderabad | 1 |
| 4. Madhya Pradesh | 1 |
| 5. Madhya Bharat | 1 |
| 6. Madras | 4 |
| 7. Mysore | 1 |
| 8. PEPSU | 2 |
| 9. Rajasthan | 1 |
| 10. Saurashtra | 1 |
| Total | 19 |

Employment.—The total number of workers employed in the 17 units which replied to the questionnaire was 29,450 in January 1950. Of these, 22,918 were men and 6,431 were women. The employment of children is almost non-existent, only two units reporting that they employ children. Even in these, the number so employed is negligible constituting about 4 per cent. in one and 4 per cent. in the other. The following table gives details regarding the employment position in the various units of the industry.

* An article based on the replies to the questionnaire was published in the February 1948 issue of the *Indian Labour Gazette*.

† According to the latest available information there are 22 units at present.

Employment (January 1950)

| Centre | Number of workers employed in January, 1950 | | | | | | | |
|---------------------------|---|---------------|--------------|------------|---------------|--------------|---------------|---------------|
| | Total | Men | Wo-men | Child-ren | Time-rated | Piecc-rated | Perma-nent | Tempo-rary |
| Banjari (Bihar) . . . | 885 | 732 | 153 | — | — | — | 320 | 565 |
| Japla (Bihar) . . . | 1,106* | 1,070 | 36 | — | 935 | 171 | 1,106 | — |
| Dalmianagar (Bihar) . . . | 557 | 557 | — | — | 557 | — | 221 | 336 |
| Chaiabasa (Bihar) . . . | 3,568 | 2,010 | 1,549 | — | 1,189 | 2,379 | 1,412 | 2,156 |
| Khalari (Bihar) . . . | 1,542 | 1,111 | 431 | — | 869 | 673 | 1,513 | 29 |
| Dwarka (Bombay) . . . | 716* | 711 | 5 | — | 716 | — | 547 | 169 |
| Kymore (Madhya Pradesh) . | 5,994 | 4,016 | 1,978 | — | 2,088 | 3,306 | 910 | 5,084 |
| Shahabad (Hyderabad) . | 2,618 | 2,444 | 174 | — | — | — | 2,194 | 424 |
| Banmor (Madhya Bharat) . | 584 | 570 | 14 | — | — | — | 584 | — |
| Vijayawada (Madras) . | 692 | 605 | 87 | — | 692 | — | 247 | 445 |
| Dalmiapuram (Madras) . | 1,158 | 1,158 | — | — | 857 | 301 | 533 | 625 |
| Madukkarai (Madras) . | 2,004 | 1,426 | 578 | — | — | — | 1,400 | 604 |
| Mangalagiri (Madras) . | 1,219 | 1,001 | 218 | — | 666 | 553 | 1,018 | 201 |
| Dalmia Dadri (PEPSU) . | 391 | 388 | 3 | — | 228 | 163 | 217 | 174 |
| Surajpur (PEPSU) . | 2,170 | 1,908 | 175 | 87 | 1,556 | 814 | 629 | 1,541 |
| Lakheri (Rajasthan) . | 3,724 | 2,811 | 899 | 14 | 3,091 | 633 | 2,197 | 1,527 |
| Porbandar (Saurashtra) . | 522 | 391 | 131 | — | 522 | — | 502 | 20 |
| Total | 29,450 | 22,918 | 6,431 | 101 | 14,566 | 8,793 | 15,550 | 13,900 |

* Excluding labour employed through contractors.

Contract Labour.—Employment of labour through contractors is not uncommon, especially for work in the quarries or for some building work etc., as may be seen from the following table. In a few cases the working conditions, payment of wages etc. are supervised by the managements while in others, the managements do not exercise any control or supervision over the labour employed by contractors.

Contract Labour (January 1950)

| Centre | Employed | |
|------------------------|----------|---------------------|
| | directly | through contractors |
| Banjari | 320 | 565 |
| Japla | 1,106 | 329 |
| Dalmianagar | 557 | 450 |
| Chaiabasa | 1,412 | 2,156 |
| Khalari | 1,542 | — |
| Dwarka | 716 | 500 |
| Kymore | 4,422 | (Approx.) 1,572 |
| Shahabad | 2,618 | — |
| Banmor | 584 | — |
| Vijayawada | 567 | 116 |
| Dalmiapuram | 936 | 222 |
| Madukkarai | 2,004 | — |
| Mangalagiri | 1,219 | — |
| Dalmia Dadri | 228 | 163 |
| Surajpur | 2,055 | 115 |
| Lakheri | 3,724 | — |
| Porbandar | 522 | — |

Permanent and Temporary.—In most of the units workers are made permanent after the completion of a specified period of service which is, generally, 6 months. In two units all workers are said to be permanent, while in another an overwhelming majority are classified as temporary. The permanent workers enjoy, in most cases, certain privileges as compared to the temporary hands, the most important of these being in regard to leave and notice of discharge. In the unit at Vijayawada only permanent workers are entitled to get dearness allowance.

Recruitment.—There is no special machinery for the recruitment of labour in most of the units. Only in two units there are regular Recruitment Boards for the purpose, while in all others recruits are taken on the recommendations of the Heads of Departments and/or Labour or Welfare Officers. Generally, vacancies are notified at the gates and applications are called for. Unskilled labour is mostly recruited locally but skilled labour is often obtained from outside through advertisements or Employment Exchanges. In the case of artisans and skilled workers a trade test also is generally held before they are employed. The unit at Surajpur, due to scarcity of local labour, has had to import labour from Rajputana through the agency of tyndels who are given a commission on the earnings of the labour engaged by them.

Apprenticeship and Training.—It would appear that in most of the units there is no regular system of apprenticeship and training, although some of them do take on some apprentices mainly from among the sons and relatives of employees. Generally the period of training extends over a period of 4 years (5 years in the unit at Surajpur). During the period of training apprentices are paid wages according to their efficiency. After the satisfactory completion of training they are appointed in the existing vacancies on a regular basis.

Length of Service.—Information regarding length of service is available in respect of 23,556 workers most of whom were employed directly. The table below gives the distribution of the workers according to their length of service in the unit in which they were employed.

Distribution of Workers according to Length of Service

| Length of Service | No. of workers | Percent-age |
|-------------------|----------------|-------------|
| Below 1 year | 5,101 | 21.7 |
| 1 to 5 years | 10,520 | 44.6 |
| 5 to 10 years | 5,111 | 21.7 |
| Above 10 years | 2,824 | 12.0 |
| Total | 23,556 | 100 |

A detailed analysis of the replies from individual units would show that the overwhelming majority of workers in almost all the concerns had a service of between one and 10 years. In two concerns there were no workers with a service of less than 1 year.

Absenteeism.—Percentages of absenteeism computed on the basis of data furnished by some of the units are given in the following table.

Absenteeism in 1949

| Centres | January | February | March | April | May | June | July |
|--------------|---------|----------|-------|-------|------|------|------|
| Japla | 10.4 | 15.0 | 16.1 | 15.4 | 17.2 | 19.6 | 19.6 |
| Chaiabasa | 9.4 | 15.1 | 11.7 | 10.9 | 9.5 | 10.9 | 11.5 |
| Dwarka | 8.9 | 13.4 | 8.0 | 7.2 | 12.4 | 7.8 | 10.2 |
| Kymore | 13.0 | 12.0 | 9.5 | 17.3 | 17.2 | 27.0 | 21.6 |
| Banmor | 15.7 | 18.9 | 22.9 | 19.4 | 19.3 | 17.5 | 16.5 |
| Vijayawada | 4.5 | 7.8 | 7.5 | 7.3 | 8.3 | 7.6 | 6.4 |
| Madukkarai | 6.6 | 7.5 | 7.8 | 6.1 | 7.8 | 9.7 | 8.5 |
| Mangalagiri | 6.0 | 8.1 | 6.7 | 7.4 | 10.2 | 7.5 | 9.6 |
| Dalmia Dadri | 9.2 | 11.5 | 10.5 | 9.6 | 13.5 | 13.2 | 11.0 |
| Surajpur | 14.1 | 9.1 | 11.3 | 18.5 | 12.6 | 9.7 | 13.7 |
| Lakheri | 9.6 | 9.6 | 11.0 | 11.4 | 4.4 | 6.4 | 3.5 |
| Porbandar | 18.3 | 22.8 | 19.3 | 15.2 | 17.0 | 13.6 | 13.9 |

| Centres | August | September | October | November | December | Average for 1949* |
|--------------|--------|-----------|---------|----------|----------|-------------------|
| Japla | 17.2 | 10.4 | 15.1 | 9.2 | 9.3 | 14.0 |
| Chaiabasa | 12.7 | 13.0 | 12.1 | 15.1 | 14.2 | 12.2 |
| Dwarka | 10.7 | 9.2 | 5.9 | 6.5 | 7.0 | 8.9 |
| Kymore | 22.9 | 25.5 | 19.5 | 19.1 | 15.9 | 18.4 |
| Banmor | 16.2 | 15.3 | 23.3 | 16.1 | 12.9 | 17.8 |
| Vijayawada | 6.4 | 5.2 | 6.5 | 6.8 | 6.8 | 6.8 |
| Madukkarai | 7.7 | 10.7 | 11.2 | 8.3 | 7.4 | 8.2 |
| Mangalagiri | 5.7 | 5.1 | 10.5 | 10.6 | 8.9 | 8.0 |
| Dalmia Dadri | 9.2 | 9.3 | 7.2 | 8.5 | 8.1 | 10.0 |
| Surajpur | 8.2 | 11.3 | 14.5 | 12.7 | 15.4 | 12.6 |
| Lakheri | 3.5 | 5.9 | 5.1 | 5.0 | 6.0 | 6.8 |
| Porbandar | 17.0 | 15.6 | 16.7 | 16.9 | 16.1 | 16.9 |

* A simple average of the twelve months.

WORKING CONDITIONS

Hours of Work and Shifts.—Cement Factories, being continuous process factories, work all the 24 hours of the day. Usually there is a general shift of 8 hours' duration, with a spreadover of $9\frac{1}{2}$ to $10\frac{1}{2}$ hours, and three continuous shifts of 8 hours' duration. While the workers in the general shift enjoy a rest period of about $1\frac{1}{2}$ to $2\frac{1}{2}$ hours, those in the continuous process shifts do not get any interval although they are usually allowed about $\frac{1}{2}$ an hour for taking meals etc.

In the general shift Sunday is normally observed as a closed holiday while for continuous process workers there is no uniformity as regards the rest day. Speaking generally, workers in these shifts get a day off in a week by rotation. In addition, workers get 32 hours off after 12 days' work in some units.

In all the factories there is a weekly changeover of shifts according to a schedule. In some of the units night-shift workers are given extra remuneration. For instance, in the factory at Mangalagiri workers in the night shift are given 20% of basic wages extra, while in the unit at Dalmiapuram they are supplied a cup of tea free of charge.

Leave and Holidays.—Besides the paid holidays (1 day after 20 days' work) statutorily prescribed under the Factories Act, all the units grant festival holidays with pay. The number of such festival holidays is generally 4 per year although in one unit it is 7 and in yet another 10. A few units make a distinction in the matter of leave, between permanent and temporary workers. For instance, in the units at Japla, Dalmiapuram and Dalmia Dadri only permanent workers are entitled to sick leave etc., with pay while temporary workers are not. Out of the 5 units which reported that they grant privilege leave to their employees, in 4 units the amount of leave granted is 30 days in a year and in one it is 15 days. In 3 of these units only monthly rated employees are eligible for privilege leave, in one only permanent workers, while in the fifth all workers are entitled to such leave. Casual Leave varying from 7 days to 15 days in a year is granted to workers in 5 units. Twelve units have reported that they grant sick leave ranging from 7 to 21 days in a year to their workers.

It would appear from the replies to the questionnaire that working conditions inside the factories are on the whole satisfactory. Workers are supplied with goggles, masks etc., to protect them from dust and heat in certain departments.

WAGES AND EARNINGS

Basic Wages.—There is no uniformity in the basic wages of workers in similar occupations in the various units in the industry. However, the least skilled workers in all the units controlled by the A.C.C. are paid a uniform minimum basic wage of 12 annas per day. The basic minimum wage of the least skilled worker in the units at Dalmianagar and Japla is Rs. 21 p.m., while it amounts to Rs. 1-8-0 per day (consolidated wage) in the unit at Vijayanagar. The daily or monthly basic wage rates for certain important categories of workers in the different centres of the industry are given in the following table.

Minimum Daily Basic Wages of Certain Categories of Workers in the Cement Industry (1950)

| | Burners | Fitters | Turners | Welders | Moulders | Millers |
|-------------------|---------|---------|---------|---------|----------|---------|
| Chai basa . . . | 2 2 0 | 1 12 0 | 2 8 0 | 1 12 0 | 2 8 0 | 1 5 0 |
| Khalari . . . | 4 0 0 | 1 6 0 | 1 10 0 | 1 6 0 | 2 6 0 | 1 15 0 |
| Dwarka . . . | 2 2 0 | 2 0 0 | 2 0 0 | 2 8 0 | 2 4 0 | 1 8 0 |
| Kymore . . . | 2 0 0 | 1 8 0 | 1 8 0 | 1 8 0 | 1 8 0 | — |
| Shahabad . . . | 1 5 0 | 1 8 0 | 1 7 0 | 1 10 0 | 1 12 0 | 1 0 0 |
| Banmor . . . | 3 6 0 | 1 6 0 | 1 14 0 | 2 4 0 | 1 4 0 | 1 0 0 |
| Vijayawads . . . | 3 0 0 | 1 0 0 | 1 15 0 | 1 12 0 | 1 1 0 | 1 5 6 |
| Dalmiapuram* | 65 0 0 | 35 0 0 | 39 0 0 | 30 0 0 | 40 8 0 | 54 8 0 |
| Madukkarai . . . | 1 6 0 | 1 6 0 | 1 6 0 | 1 6 0 | 1 6 0 | 1 6 0 |
| Mangalagiri . . . | 1 9 0 | 1 14 0 | 1 13 0 | 1 15 0 | 1 14 0 | 0 14 0 |
| Dalmia Dadri* . . | 78 0 0 | 43 0 0 | 45 0 0 | 55 0 0 | 55 0 0 | 72 0 0 |
| Surajpur . . . | 3 0 0 | 1 12 0 | 1 5 0 | 1 13 0 | 1 4 0 | 1 12 0 |
| Lakheri . . . | 2 14 0 | 1 12 0 | 1 14 0 | 2 2 0 | 2 0 0 | 1 4 0 |
| Porbandar . . . | 2 14 0 | 2 1 0 | 2 1 0 | 2 1 0 | 2 1 0 | 2 1 0 |

| | Greasers | Blacksmiths | Khalasis | Mazdoors (male) | Mazdoors (female) |
|-------------------|----------|-------------|----------|--------------------|----------------------|
| Chai basa . . . | 0 14 0 | 1 8 0 | 2 0 0 | 0 12 0 | 0 10 0 |
| Khalari . . . | 0 12 0 | 1 14 0 | 1 8 0 | 0 12 0 | — |
| Dwarka . . . | 1 1 0 | 2 4 0 | 1 2 0 | 0 12 0 | — |
| Kymore . . . | 0 13 0 | 1 8 0 | 1 8 0 | 0 12 0† | 0 11 0 |
| Shahabad . . . | 0 13 0 | 1 10 0 | 1 14 0 | 0 12 0 | 0 10 0 |
| Banmor . . . | 0 13 0 | 2 3 0 | 1 10 0 | 0 12 0 | 0 10 0 |
| Vijayawada . . . | 0 12 0 | 1 7 0 | — | 1 8 0 | 1 0 0 |
| Dalmiapuram* | 31 8 0 | 40 8 0 | 38 8 0 | 20 0 0 | — |
| Madukkarai . . . | 0 12 — | 1 6 0 | 1 6 0 | 0 12 0 | 0 9 0 |
| Mangalagiri . . . | 0 12 0 | 1 10 0 | 2 2 0 | 0 12 0 | 0 10 0 |
| Dalmia Dadri* . . | 36 0 0 | 43 8 0 | 45 0 0 | 33 0 0 | — |
| Surajpur . . . | — | 1 4 0 | 1 2 0 | 0 12 0 | 0 9 3 |
| Lakheri . . . | 0 14 0 | 2 0 0 | 1 2 0 | 0 12 0 | 0 10 0 |
| Porbandar . . . | — | 2 1 0 | 1 12 0 | 1 0 0 | — |

* Figures relate to monthly basic wages.

† Mazdoors are paid only 11 annas per day during the first six months of service.

Dearness Allowance.—Dearness allowance is paid in all the cement factories but the scales and rates of the allowance differ. It is linked to the cost of living index number in the 4 factories (*viz.*, Madukkarai, Mangalagiri, Dalmiapuram and Vijayawada) in Madras State and in the factory at Dwarka. In Madukkarai, Dalmiapuram and Mangalagiri dearness allowance is paid at the rate of annas 2 per month per point of rise above 100 in the Coimbatore, Tiruchirapalli and Eluru cost of living index numbers respectively. In the factory at Vijayawada also dearness allowance is paid on the above scale to monthly paid employees. The unit at Dwarka compiles its own cost of living index number (with base 1946=100) and pays, in addition to a basic dearness allowance of annas 10 per day, an allowance at the rate of 1 anna for every 10 points rise in the cost of living index number. Since August 1948, the actual amount of dearness allowance paid has amounted to Re. 0-15-0 per day.

In the unit at Japla a flat rate dearness allowance of Rs. 20 p.m. is paid to all workers, while in most of the other units the allowance is graded according to income groups. The rate of the allowance varies from centre to centre and ranges from Re. 0-11-0 per day in Kymore to Rs. 1-2-0 per day in the unit at Surajpur for the least skilled workers. In Kymore and Banmor monthly paid staff getting a basic salary up to Rs. 200 p.m. are paid a dearness allowance of Rs. 25 plus 10% of salary. In the factory at Vijayawada only permanent and monthly paid staff are eligible for the dearness allowance while *mazdoors* who are employed on a temporary basis are paid a consolidated wage of Rs. 1-8-0 per day. The statement below gives details regarding the minimum rate and scale of dearness allowance paid to the least paid workers etc.

Dearness Allowance (1950)

| Centre | Minimum dearness allowance | Scale of dearness allowance | Remarks |
|-------------|----------------------------|--|--|
| Banjari | Rs. a. p.m. 18 0 0 p.m. | Rs. 18 p.m. for those getting up to Rs. 75 p.m. | Graded according to income groups. |
| Dalmianagar | 30 0 0 " | Rs. 30 p.m. for those getting Rs. 21 p.m. | Graded according to income groups. |
| Japla | 20 0 0 " | Flat rate. | Graded according to income groups. |
| Khalatari | 1 0 0 per day | Re. 1 per day for those getting up to Rs. 1-2-6 per day. | Do. |
| Chaibasa | 1 0 0 " | Re. 1 per day for those getting up to Rs. 1-2-0 per day | Do. |
| Dwarka | 0 15 0 " | Re. 0-10-0 plus 1 anna per day for every 10 points rise in the cost of living index number constructed by the company (Base 1946 = 100). | Linked to the cost of living index number. |
| Kymore | 0 11 0 " | Re. 0-11-0 for those getting a basic wage less than Re. 0-14-0 per day. | Graded according to income groups. |
| Shahabad | 0 12 0 " | Re. 0-12-0 for those getting a basic wage up to Re. 0-13-0 per day. Extra 12½% for others. | Do. |
| Banmor | 0 12 0 " | Re. 0-12-0 for those getting up to Re. 1 per day. Extra 12½% of basic earnings for those getting wages above Re. 1 per day. | Do. |

Dearness Allowance (1950) - contd.

| Centre | Minimum dearness allowance | Scale of dearness allowance | Remarks |
|--------------|--|--|--|
| Vijayawada | Rs. a. p. 37 14 0* <td>@ 0.2-0 per point of rise above 100 in the Eluru cost of living index.</td> <td>(For monthly paid staff only). Linked to cost of living index.</td> | @ 0.2-0 per point of rise above 100 in the Eluru cost of living index. | (For monthly paid staff only). Linked to cost of living index. |
| Dalmiapuram | 33 12 0* <td>@ 0.2-0 per point of rise above 100 in Tiruchirapalli cost of living index.</td> <td>Do.</td> | @ 0.2-0 per point of rise above 100 in Tiruchirapalli cost of living index. | Do. |
| Madukkarai | 36 12 0* <td>@ 0.2-0 per point of rise above 100 in Coimbatore cost of living index. An additional allowance of 5% for those getting 0.14-0 basic wage.</td> <td>(For monthly paid staff only). Linked to cost of living index.</td> | @ 0.2-0 per point of rise above 100 in Coimbatore cost of living index. An additional allowance of 5% for those getting 0.14-0 basic wage. | (For monthly paid staff only). Linked to cost of living index. |
| Mangalagiri | 37 14 0* <td>@ 0.2-0 per point of rise above 100 in Eluru cost of living index.</td> <td>Do.</td> | @ 0.2-0 per point of rise above 100 in Eluru cost of living index. | Do. |
| Dalmia Dadri | 22 0 0 | Rs. 22 for those getting wages up to Rs. 35 p.m. | Graded according to income groups. |
| Surajpur | 1 2 0 per day | Rs. 1.2-0 for unskilled workers. Extra 8½% for skilled and semi-skilled workers. | Do. |
| Lakheri | 0 11 6 | Rs. 0.11-6 for unskilled workers. Extra 14% for skilled and semi-skilled workers. | Do. |
| Porbandar | 1 0 0 | Rs. 1.0-0 for those getting up to Rs. 1.4-0 per day. Extra 8½% for skilled and semi-skilled workers. | Do. |

* Relates to January 1950.

Other Allowance.—In addition to basic wages and dearness allowance some of the factories also supply food stuffs and other articles at concession rates. The estimated money value of these concessions in the various centres of the industry is given below:

| Centre | Money value of concessions (per worker per month) |
|----------|---|
| Banjari | Rs. a. p. 1 2 3 |
| Chailasa | 2 8 0 |
| Khalari | 1 1 6 |
| Kymore | 3 4 0 |
| Bannor | 2 8 0 |
| Lakheri | 1 0 0 to 1 6 0 |

The factories at Japla, Dwarka, Shahabad, Dalmiapuram, Madukkarai, Mangalagiri, Surajpur and Porbandar are running grainshops where articles are supplied at cost or controlled prices, the managements bearing the establishment charges.

Earnings.—Available information relating to the average wages and earnings of certain important categories of workers in the cement industry is given in the following table.

**AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN
THE CEMENT INDUSTRY (JANUARY, 1950)**

| Centre | Burners | | Millers | | Fitters | | Turners | |
|--------------|---------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|------------------|
| | Average basic wages | Average earnings |
| | Rs. a. p. | Rs. a. p. |
| Banjari | 91 3 2 | 117 3 11 | 50 2 0 | 68 2 0 | 66 3 3 | 85 13 3 | 48 5 4 | 66 5 4 |
| Dalmia-nagar | — | — | 66 5 4 | 118 1 3 | 52 5 9 | 94 9 9 | 48 12 0 | 91 0 0 |
| Japla | 31 0 0 | 51 0 0 | 39 0 0 | 59 0 0 | 36 15 6 | 56 15 6 | 39 0 0 | 59 0 0 |
| Chaibasa* | 32 0 0 | 49 0 0 | 21 12 0 | 36 13 0 | 34 1 0 | 49 4 0 | 37 2 0 | 52 15 0 |
| Khalari* | 71 14 0 | 93 1 0 | 32 12 4 | 49 0 8 | 33 3 8 | 49 8 10 | 50 6 0 | 69 4 0 |
| Dwarka | 72 11 4 | 106 0 8 | 42 13 0 | 69 15 8 | 66 4 8 | 95 8 11 | 65 2 0 | 94 6 8 |
| Kymore * | 39 6 6 | 52 14 0 | 28 0 9 | 39 14 6 | 38 14 3 | 53 5 6 | 41 1 6 | 57 12 6 |
| Shahabad* | 33 9 0 | 50 1 0 | 21 9 0 | 39 4 0 | 31 12 0 | 60 1 0 | 28 0 0 | 44 13 0 |
| Bonmor | 129 7 6 | 167 3 6 | 40 1 0 | 71 1 0 | 51 13 0 | 77 13 6 | 49 13 9 | 75 3 6 |
| Vijayawada | 98 5 4 | 135 9 4 | 49 11 8 | 86 15 8 | 54 9 2 | 91 13 2 | 63 4 8 | 100 8 8 |
| Dalmia-puram | 83 9 8 | 123 4 4 | 55 8 0 | 94 0 0 | 43 1 9 | 81 7 1 | 51 4 9 | 89 11 1 |
| Madukkara-i | 66 5 0 | 106 5 0 | 39 9 0 | 76 11 0 | 44 7 0 | 80 4 0 | 48 8 0 | 86 10 0 |
| Mangalagiri | 119 0 0 | 155 14 0 | 31 10 6 | 71 2 9 | 59 10 3 | 98 7 0 | 54 13 6 | 96 0 6 |
| Dalmia Dadri | 110 4 0 | 161 0 0 | 79 14 3 | 124 3 0 | 65 15 9 | 105 12 0 | 68 10 0 | 108 2 6 |
| Surajpur† | 4 8 0 | 7 8 0 | 2 3 3 | 4 5 3 | 2 8 5 | 4 13 3 | 2 6 0 | 4 9 5 |
| Lakheri | 98 14 3 | 135 0 0 | 46 13 7 | 72 13 0 | 64 10 6 | 92 8 0 | 70 10 2 | 108 12 0 |
| Porbandar | 74 12 0 | 107 0, 0 | 52 7 0 | 82 12 0 | 70 7 0 | 102 4 0 | 72 5 0 | 104 4 0 |

* Figures relate to fortnightly basic wages.

† Figures relate to daily basic wages and earnings.

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS
THE CEMENT INDUSTRY (JANUARY, 1950)—*contd.*

| Centre | Moulders | | Welders | | Greasers | |
|--------------|---------------------|------------------|---------------------|------------------|---------------------|------------------|
| | Average basic wages | Average earnings | Average basic wages | Average earnings | Average basic wages | Average earnings |
| | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. |
| Banjari | 76 0 0 | 100 0 0 | 110 0 0 | 134 0 0 | — | — |
| Dalmianagar | — | — | 44 2 0 | 86 6 0 | — | — |
| Japla | 31 0 0 | 51 0 0 | 45 0 0 | 65 0 0 | 25 3 0 | 45 3 0 |
| Chaibasa * | 31 1 0 | 46 8 0 | 31 9 0 | 46 13 0 | 13 11 0 | 26 4 0 |
| Khalari * | 34 2 0 | 51 11 0 | 22 15 3 | 38 4 6 | 11 14 10 | 25 6 10 |
| Dwarka | 64 11 9 | 95 0 3 | 60 0 0 | 87 8 0 | 30 12 7 | 59 4 7 |
| Kymore * | 57 14 3 | 75 5 6 | 31 8 0 | 44 8 0 | 15 3 0 | 26 13 0 |
| Shahabad* | 29 14 0 | 46 1 0 | 28 12 0 | 44 3 0 | 12 10 0 | 26 8 0 |
| Banmor | 50 0 3 | 74 11 0 | 64 2 9 | 92 4 0 | 30 8 6 | 61 0 9 |
| Vijayawada | 42 10 10 | 79 14 10 | 57 2 6 | 94 6 6 | — | — |
| Dalmiapuram | 43 8 0 | 82 0 0 | 61 12 7 | 99 11 7 | 33 2 8 | 69 10 8 |
| Madukkarai | 42 6 0 | 78 6 0 | 42 8 0 | 80 4 0 | — | — |
| Mangalagiri | 61 0 0 | 99 12 9 | 50 3 3 | 85 6 6 | 21 10 3 | 59 14 9 |
| Dalmia Dadri | 55 0 0 | 93 8 0 | 70 10 6 | 112 15 0 | — | — |
| Sorajpur | 1 12 10 | 3 11 10 | 2 7 3 | 4 10 6 | — | — |
| Lakheri | 74 9 9 | 103 12 0 | 77 0 4 | 106 1 0 | 29 14 4 | 55 8 0 |
| Porbandar | 60 2 0 | 91 2 0 | 84 8 0 | 117 9 0 | — | — |

* Figures relate to fortnightly basic wages.

† Figures relate to daily basic wages and earnings.

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN
THE CEMENT INDUSTRY (JANUARY, 1950)

| Centre | Firemen | | Trolleymen | | Carpenters | | Blacksmiths | |
|--------------|---------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|------------------|
| | Average basic wages | Average earnings |
| | Rs. a. p. | Rs. a. p. |
| Banjari | — | — | — | — | 49 5 6 | 67 5 6 | 43 4 0 | 61 4 0 |
| Dalmia-nagar | — | — | — | — | 39 0 0 | 81 4 0 | 29 0 0 | 64 0 0 |
| Japla | 31 11 0 | 51 11 0 | 22 8 0 | 42 8 0 | 39 0 0 | 59 0 0 | 40 10 0 | 60 10 0 |
| Chaibasa* | 18 9 0 | 32 4 0 | — | — | 30 4 0 | 45 8 0 | 23 14 0 | 37 11 0 |
| Khalari* | 35 4 4 | 52 2 1 | — | — | 27 0 3 | 42 11 6 | 32 1 6 | 48 14 9 |
| Dwarka | 45 12 3 | 76 0 6 | — | — | 45 13 7 | 71 15 7 | 78 5 5 | 109 11 6 |
| Kymore* | 14 10 0 | 24 7 0 | — | — | 33 8 10 | 47 12 0 | 43 4 0 | 58 7 0 |
| Sahababad* | 18 9 0 | 37 0 0 | 12 7 0 | 25 15 0 | 26 14 0 | 42 4 0 | 22 12 0 | 37 2 0 |
| Bantmor | 59 7 9 | 96 9 3 | — | — | 64 2 9 | 91 10 0 | 64 3 0 | 92 10 0 |
| Vijayawada | 28 4 1 | 65 8 1 | — | — | 63 15 10 | 101 3 10 | 67 0 1 | 104 4 1 |
| Dalmiapuram | 19 2 4 | 55 10 4 | — | — | 43 8 0 | 82 0 0 | 44 8 0 | 83 0 0 |
| Madukkrai | — | — | — | — | 37 14 0 | 75 8 0 | 46 14 0 | 81 3 0 |
| Mangalagiri | 45 12 9 | 85 11 3 | — | — | 52 13 0 | 92 12 0 | 48 1 3 | 86 3 3 |
| Dalmia Dadri | 36 6 3 | 61 3 6 | 39 0 0 | 63 8 0 | 62 4 3 | 100 8 3 | 43 8 0 | 76 0 0 |
| Sarsaijpur | 2 0 0 | 4 14 0 | — | — | 1 13 0 | 3 12 9 | 2 3 0 | 4 5 0 |
| Lalheri | 43 6 5 | 70 5 0 | — | — | 55 6 4 | 75 9 0 | 58 15 3 | 84 14 0 |
| Pattadakar | 45 8 0 | 75 5 0 | — | — | 80 3 0 | 112 13 0 | 52 0 0 | 182 5 0 |

* Figures relate to fortnightly basic wages.

† Figures relate to daily basic wages and earnings.

**AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN
THE CEMENT INDUSTRY (JANUARY, 1950)**

| Centre. | Khalasis | | Mazdoors (Male) | | Mazdoors (Female) | |
|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Average basic wages | Average earnings | Average basic wages | Average earnings | Average basic wages | Average earnings |
| Banjari . . . | Rs. a. p. 30 1 7 | Rs. a. p. 48 1 7 | Rs. a. p. 23 5 2 | Rs. a. p. 41 5 2 | Rs. a. p. 15 0 0 | Rs. a. p. 33 0 0 |
| Dalmianagar . . . | 21 0 8 | 55 0 8 | 18 4 11 | 52 4 11 | — | — |
| Japla . . . | 23 2 6 | 43 2 6 | 21 0 0 | 41 0 0 | 21 0 0 | 41 0 0 |
| Chitibasa* | 31 14 0 | 47 2 0 | 9 7 0 | 20 13 0 | 7 6 0 | 18 14 0 |
| Khalari* | 24 13 3 | 40 4 11 | 10 7 5 | 23 14 5 | 8 2 6 | 21 10 6 |
| Dwarka . . . | 35 1 2 | 59 11 6 | 25 5 0 | 50 10 0 | — | — |
| Kymore* | 32 0 0 | 46 8 0 | 11 12 0 | 21 14 0 | 11 4 0 | 21 10 0 |
| Shahabad* | 31 0 0 | 49 5 0 | 12 1 0 | 25 9 0 | 9 8 0 | 21 15 0 |
| Bamor . . . | 52 8 9 | 80 7 3 | 20 7 9 | 42 7 3 | 17 2 9 | 41 6 6 |
| Vijayawada . . . | — | — | 46 8 0 | 46 8 0 | 15 8 0 | 52 12 0 |
| Dalmiapuram . . . | 43 8 0 | 81 10 8 | 20 0 0 | 56 8 0 | — | — |
| Madukkarai . . . | 44 12 0 | 82 2 0 | 20 11 0 | 56 0 0 | 15 4 0 | 49 5 0 |
| Mangalagiri . . . | 58 11 6 | 98 12 9 | 19 10 0 | 58 14 6 | 19 2 0 | 57 9 0 |
| Dalmia Dadri . . . | 53 14 3 | 89 0 3 | 33 8 9 | 57 12 0 | — | — |
| Surajpur† | 1 6 0 | 3 3 3 | 0 13 0 | 2 5 3 | 0 9 6 | 2 0 6 |
| Lakheri . . . | 43 0 3 | 67 9 0 | 18 12 0 | 35 10 0 | 15 0 0 | 31 2 0 |
| Porbandar . . . | 43 14 0 | 73 9 0 | 26 0 0 | 52 0 0 | — | — |

*Figures relate to fortnightly basic wages.

†Figures relate to daily basic wages and earnings.

Bonus.—The practice of paying an annual profit bonus has been in vogue in the industry for some years now. Details regarding the rates of bonuses paid by the various units in the industry in recent years are given below.

| Unit | Rate of Bonus | |
|---|--|--|
| | 1948 | 1949 |
| Kalyanpur Lime and Cement Works, Banjari | 1½ months' basic wages | Nil. |
| Rohtas Industries, Dalmianagar | 1½ months' basic wages | Nil. |
| Andhra Cement Co., Vijayawada | 1 month's basic salary | 1 month's earnings (Basic wages plus Rs. 36-8-0, average d.a. for 1948). |
| Dalmia Cements, Ltd., Dalmiapuram. | 25% of basic wages earned | Nil. |
| Dalmia Dadri Cements Ltd. 11 units under the management of the A.C.C. Ltd. | 21 days salary 1/6th of total basic wages earned. | 1 month's salary. 1/6th of total basic wages earned. |

Generally these bonuses are paid on the fulfilment of certain conditions regarding attendance, good conduct etc., by the employees. Contract labour is not entitled to the payment of bonus.

HOUSING AND WELFARE

Housing.—In view of the fact that in most cases cement factories are located in rural areas, the managements have had to supply housing for their operatives. Generally, all the skilled staff and a large number of such workers who do not belong to the neighbouring villages are provided housing accommodation by the employers. It may be noted that quite a few of the unskilled labour staff belong to the nearby villages and have their own houses. For instance, out of a total of about 6,000 workers employed in the unit at Kymore as many as 3,500 come from villages within a radius of 5 miles from the factory. Details regarding the number and percentage of workers housed in the various units may be seen from the table below :

Proportion of Workers housed

| Centre | No. of workers employed | No. of workers housed | % of workers housed |
|------------------------|-------------------------|---|---------------------|
| Dalmianagar | 557 | 70 | 12.6 |
| Japla | 1,106 | 362 | 32.7 |
| Chaibasa | 3,568 | 70% of the workers not coming from neighbouring villages. | |
| Khalari | 1,542 | 315 | 20.4 |
| Dwarka | 716 | 135 | 18.9 |
| Kymore | 5,994 | 2,250 | 37.5 |
| Shahabad | 2,618 | — | 15.0 |
| Banmor | 584 | 200 | 34.2 |
| Vijayawada | 692 | 73 | 10.5 |
| Dalmiapuram | 936 | 355 | 37.9 |
| Madukkarai | 2,004 | 349 | 17.4 |
| Mangalagiri | 1,219 | 265 | 21.7 |
| Dalmia Dadri | 391 | 102 | 26.1 |
| Surajpur | 2,170 | 854 | 39.4 |
| Lakheri | 3,724 | 1,400 | 37.6 |

In a large majority of the units the quarters are rent free. Water and lighting are also provided free of charge. However, in the units at Dalmianagar, Dalmiapuram and Japla, workers are paid a house rent allowance and have in turn to pay house rent for the quarters provided by the employers. Generally the houses provided are of a pucca type. It has been reported that the unit at Kymore gives land free to workers for construction of houses. Most of the units have reported that they have large house building programmes on hand.

Welfare.—As was observed by the Labour Investigation Committee, "the Cement industry can be regarded as being well in advance of others so far as the organisation of welfare activities for their employees is concerned." Most of the units surveyed have well equipped hospitals in the charge of qualified medical men, in which the workers as well as their families are given free medical treatment. Quite a few have canteens supplying tea and snacks at cheap rates; and almost all have clubs with provision for indoor and outdoor games and reading rooms. A few of these clubs have provision even for swimming pools and cinema shows for the workers. Many of them run cheap grain shops. Educational facilities exist in all the centres. School buildings and their equipments are all supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied free to the workers' children. Only some of the units employing more than 100 women workers have made provision for creches. A few of these are housed in pucca buildings properly equipped with cradles etc., and are staffed by trained nurses. In the units at Kymore and Madukkarai children attending the creches are given milk free of charge.

PROVISION FOR THE FUTURE OF THE WORKERS

Provident fund schemes and/or schemes of gratuity exist in all the cement factories surveyed. In the A. C. C. factories, however, the benefits of provident fund scheme are extended only to monthly paid employees drawing Rs. 25 p.m. or more and daily rated workers are not eligible to become members of the fund. For the daily-rated workers in these concerns there is a gratuity scheme in operation. The amount of gratuity for a worker who has completed the stipulated period of service, is calculated at the rate of 1 month's pay for each year of service subject to a maximum of 25 months' pay. It should be noted, however, that in the cement factory at Chaibasa belonging to the A. C. C., the benefits of provident fund are extended to the daily rated workers also as a result of the recommendations of an Industrial Tribunal. The rate of contribution by the employee to the fund is 1/12th of wages, the employer contributing a like amount. There are no pension schemes in operation in any of these units.

General.—Many of the concerns replying to the questionnaire have reported installation of new machinery, adoption of improved production techniques etc., and a few have reported plans of expansion of their production capacity.

All the units replying, except three (*viz.* Shahabad, Khalari and Dalmia Dadri) have formed Works Committees consisting of representatives of labour and management. These Committees are reported to be functioning satisfactorily.

REPORTS AND ENQUIRIES

LABOUR ADMINISTRATION IN TRAVANCORE-COCHIN

REPORT FOR THE YEAR 1124 M. E.*

As a consequence of the integration of the States of Travancore and Cochin the Labour Departments of these States were integrated into one Department towards the close of the year. The whole of the Travancore-Cochin State was divided into 3 divisions—Northern, Central and Southern—for purposes of labour administration, each division being put under the charge of one Assistant Labour Commissioner with Headquarters at Alwaye, Alleppey and Trivandrum respectively.

Travancore

Labour Legislation.—During the year 1124 M. E. the following Acts were enacted :

- (i) The Travancore Industrial Disputes Act ;
- (ii) The Travancore Minimum Wages Act ;
- (iii) The Travancore Trade Unions (Amendment) Act ;
- (iv) The Travancore Industrial Employment (Standing Orders) Act ; and
- (v) The Travancore Factories Act.

Including these Acts the Labour Department was responsible for the administration of ten Labour Acts. The Rules under the Travancore Industrial Disputes Act and the Travancore Industrial Employment (Standing Orders) Act were framed and published in their final form during the year. A draft of the Rules to be framed under the Travancore Factories Act was published in the Government Gazette dated 10th May 1949.

Factories.—At the commencement of the year there were 665 factories which came under the purview of the Factories Act of 1114 M. E. Towards the end of the year the total number of factories declined to 603, the decrease being mainly due to the adverse conditions of trade. Of the 603 factories, 169 were cashew factories, 155 coir factories and 89 tea factories. On an average, 76,000 workers (about 32,000 men, 32,000 women and 12,000 children) were employed in these factories, as against 79,100 during the previous year.

Accidents.—During the year, 397 accidents were reported to have occurred in factories, as against 455 in the previous year ; of the 397 accidents, 3 were fatal, 40 serious and 354 of minor nature. Six of these accidents caused permanent disability while 68 caused temporary disability.

* The year referred to is the Malayalam Era and roughly corresponds to 1948-49 A. D.

Maternity Benefit.—The number of women, who received maternity benefit during the year, was 623 and the total amount received as benefit was S. Rs. 16,098*. In 240 cases, benefits involving an amount of S. Rs. 6,486*, were given as a result of the action taken by the Lady Inspector of Factories.

Working Hours.—With the coming into effect of the New Factories Act of 1124 (M. E.) the working hours in all factories have been reduced from 9 to 8 per day and from 54 to 48 per week.

Prosecutions.—During the year prosecutions were launched against 14 factory owners. Two of these were in respect of non-payment of maternity benefit to women workers and the remaining 12 were for various offences under the Factories Act.

Workmen's Compensation.—Towards the close of the year, 35 cases of fatal accidents were pending disposal. During the year 22 more cases of fatal accidents were reported. In the course of the year claims in respect of 28 cases of fatal accidents were decided and an amount of S. Rs. 28,302 was disbursed to the defendants of the deceased workmen. During the year, 61 non-fatal accidents were reported. In 10 of these cases liability was disclaimed by the employers. The remaining claims in respect of non-fatal accidents were settled between the workmen concerned and their employers and the memoranda of agreement in these settlements were duly registered by the Labour Commissioner. In 35 cases, lump sum payments of compensation amounting to Rs. 11,949 were made to the injured workmen by the employers concerned, while in the remaining 16 cases half-monthly payments were agreed upon.

Wage Rates.—The rates of wages paid to workers in factories varied from factory to factory and from industry to industry. Even in the case of factories in the same locality there was no uniformity in rates.

Standing Orders.—The Travancore Industrial Employment (Standing Orders) Act, 1124 came into force during the year. The employers of industrial establishments which employ 50 workers and more have to submit to the Certifying Officers draft Standing Orders which they propose for adoption in their concerns. Accordingly 169 draft Standing Orders have been received from the various industrial establishments in the State by the end of the year.

Trade Unions.—The total number of trade unions registered up to the end of the year 1123 M. E. was 247. During 1124 M. E. 143 new trade unions were registered and certificates of registration of 6 trade unions were withdrawn as they ceased to function. Thus the total number of trade unions registered up to the end of the year was 387. Of these unions, 80 were of agricultural workers, 31 of bidi workers, 31 in the printing industry and 28 in the coir industry.

Tripartite Labour Conference.—The second session of the Tripartite Labour Conference was held at Trivandrum on 22nd and 23rd of September 1948. The Conference accepted the Industrial Truce Resolution of the Government of India and constituted a Standing Labour Committee, consisting of three representatives each of labour and of the employers with the Labour Commissioner as the Convener and Chairman. The Committee met twice and at its

* S. Rs. 57=Rs. 56.

second meeting held on 25th March 1949 discussed the various steps to be taken for the implementation of the Industrial Truce Resolution and the necessity for framing a Code of Conduct for Labour and Management.

Works Committees.—Works Committees consisting of representatives of labour and their employers in individual establishments were constituted in certain plantation estates even before the Travancore Industrial Disputes Act, 1924 M. E. was passed. During the year under report such committees were constituted in 55 industrial establishments, including plantation estates.

Industrial Relations Committees.—These Committees had been set up with a view to bringing about a settlement of differences between workers and their employers in the industry concerned. These committees consist of representatives both of employers and workers in the industry. All matters affecting the industry as a whole such as these relating to wages, bonus, etc., are discussed and settled by the committees. At the end of the year 14 committees were functioning in the State.

Industrial Disputes.—During the year, 1,118 disputes arose in various industries. Of these 1,037 were settled during the year and 81 were pending at the close of the year. Sixty-six of the disputes resulted in strikes or lockouts involving 18,506 workmen and a loss of 65,965 mandays. The main industries affected were cotton textiles, cashew factories and plantations.

Cochin

Labour Legislation.—During the year under report, the Cochin Shops and Establishments Act was passed into law. Including this Act 13 Labour Act were in existence in the State.

Factories.—At the commencement of the year there were 150 factories in the State. By the end of the year their number increased to 161. On an average, 25,000 workers were employed in these factories as against 21,381 in the previous year. Of the 161 factories, 37 were tile works, 24 rice mills, 15 oil mills and 13 plywood and match factories.

Accidents.—The number of accidents reported during the year was 353, as against 346 in the previous year. Of these, 2 were fatal, 7 serious and 344 of a minor character. Seven accidents caused permanent disability and 2 temporary disability.

Prosecutions.—During the year there were 4 prosecutions under the Factories Act. Of these, 2 were for failure to submit monthly notice of holidays and the remaining 2 for working overtime without sanction.

Standing Orders.—By the end of the previous year 32 Standing Orders under the Industrial Employment (Standing Orders) Act had been certified. In the course of the year, 19 more Standing Orders were certified.

Maternity Benefits.—Annual returns relating to the payment of Maternity benefits were received only from 118 factories. The number of women workers receiving these benefits was 202, the total amount paid being Rs. 6,692.

Wage Rates.—The rates of wages paid to industrial workers varied from industry to industry and from factory to factory. Many of the factories did not make any distinction between dearness allowance and basic wages. In some of the major factories where such distinction is maintained, the dearness allowance is based on the cost of living index.

Trade Unions.—There were 22 registered trade unions at the commencement of the year and 10 new unions were registered during the year. Registration of 2 unions was cancelled, thus bringing the total number of registered trade unions at the end of the year to 30.

Trade Disputes.—The number of disputes, which arose during the year was 375 of which 303 were settled during the year. The main industries affected were textiles, tile works, rubber estates, oil mills, bidi factories and the cashew industry.

LABOUR CONDITIONS IN THE OIL INDUSTRY IN IRAN

REPORT OF A MISSION OF THE INTERNATIONAL LABOUR OFFICE

In November 1948, the Iranian Government invited the International Labour Office to send a Mission to south Iran with a view to preparing a report giving an objective picture of social conditions in the oil industry and, if necessary, to framing recommendations which the Iranian Government might take into account in giving effect to the resolutions adopted by the I.L.O. Petroleum Committee. The invitation was accepted and a Mission consisting of three I.L.O. Officers went to Iran in January 1950. The Mission examined during January-February 1950 the various labour problems of the petroleum industry and submitted its report to the I.L.O*. This report is summarised below :—

The oil areas in Iran are in the desert surroundings of Abadan. It was in 1911 that the first pipe line to the selected site for the refinery at Abadan was completed. Since then, during a period of less than 40 years, Abadan has grown from a tiny village to a town with a population estimated at 173,000. Its concentration of tens of thousands of workers, nearly all dependent upon the one great refinery is one of the most important factors to be taken into account in any attempt to understand the industry's problems. Added to these facts are the virtual isolation of Abadan and Fields, which are far removed from the other important industrial areas of the country, and the inadequacy of communications of all kinds or of local public services.

There is a striking difference between the qualifications which the local labour possesses and the qualities which the industry needs. The petroleum industry calls for men with every degree of skill to undertake a considerable variety of jobs, whereas the workers available in Iran were at first illiterate, untrained and completely devoid of any industrial background or traditions. Even now, after 40 years of activity, almost every worker taken on by the Company has to be educated, trained and initiated into the ways of industry. In dealing with this labour force account must be

* I.L.O.—*Labour Conditions in the Oil Industry in Iran*, Geneva, 1950, Price 60 cents or 8. Gd.

taken of their particular form of family life, their tribal loyalties, their attachment to nomadic habits and the influence of their ancient traditions. In 1949 the number of workers at Abadan employed by the Anglo-Iranian Oil Company was 25,112 (21,674 Iranians and 3,438 Foreigners). Besides, the Company had employed 11,376 Iranian and Foreign workers at Fields.

Recruitment.—There is no apparent over-all shortage of recruits for the industry, though the number of men presenting themselves for employment tends to vary considerably with the seasons. There is, however, a definite shortage of skilled workers. The problem of recruitment, and many of the other personnel problems, are complicated by the high rate of turnover in some of the grades. Many trained workers leave the Company's service every year in order to take jobs in more attractive areas or in their native towns and villages.

Training.—Training is provided by the Company for every kind of job, industrial and commercial, and for every category and grade. Theoretical and practical instruction are successfully combined and the courses have been carefully planned. The Technical Institute at Abadan is considered to be one of the foremost educational institutions in the country.

Wages and Prices.—The Company's wage structure includes definite rates for every grade and category, with provision for increments after periods of satisfactory service and promotion from grade to grade. The Company's wage policy and the wage categories into which its labour force is divided are based on the minimum wage regulations adopted by the Iranian Government in 1946. The grades and the corresponding statutory minimum wage scale are shown in the table below :

| Grade | | Pay |
|------------------------------|---|------------------------------------|
| Unskilled | . | Minimum wage. |
| Grade 3 | : | Minimum wage plus 20 per cent. |
| Grade 2 | : | Minimum wage plus 40 per cent. |
| Grade 1 | : | Minimum wage plus 70 per cent. |
| Artisan | : | Twice minimum wage. |
| Head of technical department | : | Two and a half times minimum wage. |

The statutory minimum wage for unskilled workmen is fixed annually by the local board for the settlement of disputes and is subject to approval by the High Labour Council. In the province of Khuzistan, which includes Abadan and the oil fields it was 40 rials* a day in 1949. The statutory minimum wage is based on the cost of a number of items which are deemed to be necessary to meet the living requirements of a workman, his wife and two children. Unskilled workers who have completed one year of meritorious service on the minimum basic rate are eligible for an increase of 2 rials a day and after a further two years of continuous service they may be granted a further increase of 2 rials. A similar system of increments for meritorious service is provided for

* At official rates of exchange 1 rial = £0.011

artisans and skilled workers and for foremen. Promotion from one grade to another is subject to a trade test. The minimum wage regulations provide that in places where inflationary prices prevail the employer is required to place at the disposal of his workers the commodities included in the minimum wage schedule at the prices on which the minimum wage is based. The Company has been operating its own food and clothing distribution scheme for the benefit of its employees. According to a computation made by the Company, the availability of Company supplies at controlled prices has made it possible to maintain the cost of the agreed standard of living, upon which the minimum statutory wage is based, at 39·13 rials a day. The same standard of living would have cost the workers 76·87 rials if they had had to make all their purchases in the free market.

Workmen working in areas where living accommodation, etc., are below the normal standard, get certain allowances. The amounts are 30 per cent. of the basic pay (maximum of 20 rials) for the out-station allowance, 100 per cent. for night allowance for vehicle drivers, 75 per cent. for pipe construction allowance, etc. Other allowances are given for driving, work of an exceptionally dirty nature, work necessitating the wearing of heavy protective equipment, working at heights above the ground, etc.

Hours of Work.—Under the Labour Law the normal hours of work must not exceed 8 per day or 48 per week. The Company employees work 43½ hours per week in summer and 44½ in winter. The working week consists of 5½ days, for which workers receive (in accordance with the law) 7 days' pay.

Holidays with Pay.—In addition to the weekly rest day, which falls on Friday, the workers are given seven statutory public holidays, 7 non-statutory public holidays and, after one year's continuous service, 10 days' leave per annum—in all cases without loss of pay.

Turnover.—The turnover of Iranian employees is comparatively large, especially in the lower categories of wage earners. Labour wastage occurs mostly among the newly recruited unskilled workers. Thus, of 8,227 Abadan wage earners leaving employment in 1948, 58·96 per cent. had less than one year's service and 28·20 per cent. less than 2 years' service.

Social Insurance.—Social insurance provisions in operation in Iran provide (a) benefits to wage earners who suffer accidents and illness as a result of employment, and (b) benefits in case of marriage, pregnancy, large families, childbirth, burial and legal aid. The Labour Law also provides for assistance to workers and members of their families in case of accidents or illness not caused by employment and for old-age and disablement benefits, but the regulations for the application of these provisions have not yet been issued and the provisions of the Law are not in force. The Company provides on voluntary basis various benefits, such as medical assistance and free hospitalisation in case of non-industrial accident or illness, the payment of full wages to men who are absent from work through sickness and until they are certified fit for work again, and the payment of more generous retirement allowances than those provided by the law to men who have a long record of service.

Safety.—The Company is giving serious attention to the safety of the workers, both by attempting to make their jobs as safe as possible and by providing safety devices and protective clothing when the risks cannot be removed entirely.

Contract Labour.—The problem of contract labour is a serious one in the oil industry of Iran by reason of the conditions of the country and of the large number of contract workers involved—over 7,000 in Abadan and over 8,000 in Fields. The workers employed by contractors are not so well protected as the Company's employees, principally because the legal provisions are not so strictly applied. The purchasing power of their wages is less, since they do not receive the same advantages as the men employed by the Company in regard to the provision of food and medical aid. The jobs of the contractors' men are also more precarious because the contractors depend almost exclusively on the Company for their business and do not as a rule have alternative sources of employment. The Company has recognised its position in this matter by the insertion of a special clause in contracts, binding the contractor to observe all Iranian legislation affecting conditions of employment and in particular the provisions relating to the minimum wage. It is, however, doubtful whether this clause completely fulfils its purpose.

Housing.—The problem of providing houses for the oil workers is a gigantic one, especially in Abadan, because of the large numbers to be housed, the fact that there have been periods of extremely rapid increase in the population, the almost complete absence of building materials and housing components, and the shortage of qualified building labour. Up to the end of 1949 the Company had built 2,314 houses for married salaried staff, 2,244 rooms for bachelor salaried staff, 5,579 houses for married wage earners and 956 "spaces" for bachelor wage earners. The shortage of housing accommodation is one of the most serious causes of discontent in the Company's areas.

Health Services.—In addition to the usual safety, hygiene and first-aid arrangements inside the plant, there are health services for the prevention of disease and medical services for the various forms of treatment. The preventive services include drainage, sewage, the provision of pure drinking water, anti-malarial campaigns, inoculation and vaccination and the destruction of pests; while facilities for treatment include hospitals, dispensaries and various kinds of clinics. The hospital at Abadan is claimed to be the finest in the Middle East. It has 450 beds.

Trade Union.—Before the second world war trade unionism in Iran was suppressed. At present, the important Federations of trade unions in Iran are the Federation of Trade Unions of Iranian Workers (ESKI) and the Central Council of Unions of Workers and Peasants (EMKA).

The oil workers' unions are, however, separate though links are now being formed between these unions and the organisations in other industries. Trade unions are legally recognised in Iran and are given certain important functions under the Labour Law. The trade union members, however, still stand in fear of arbitrary administrative action and of dismissal or other form of victimisation for their trade union activities. Although trade unions exist among the oil workers it cannot yet be said that their organisation is sound or that their activities are fully developed. In regard to the activities of the unions, it would

seem that little attention is paid to the organisation of meetings, the formulation of policy, the dissemination of information and the settlement of problems by way of negotiations with the employers or with the Government authorities. Much of the work of the unions' representatives is concerned with the grievances of individual workers—not only grievances which relate to their working conditions but also complaints in regard to housing, medical treatment, clothing, and other problems of a general and domestic character. Trade unionism in Iran—as in many other industrially under-developed countries—labours under difficulties which are not always known and understood in the countries where industry and trade unionism are well established. In Iran it is difficult for trade unions to collect contributions regularly and to maintain exact records of their membership. As a result of the widespread illiteracy, only a small percentage of the workers are able to read announcements and publications, and a still smaller percentage are capable of keeping books and accounts and conducting correspondence. The sense of solidarity and mutual help which lies behind all trade union activity is not yet sufficiently developed to enable the unions to function with full efficiency.

Labour-Management Relations.—Relations between the Anglo-Iranian Oil Company and its workers are regulated partly by means of voluntary arrangements and partly through machinery established under the provisions of the Labour Law. The voluntary arrangements find their expression in joint departmental committees while the statutory machinery takes the form of works councils, arbitration boards and boards for the settlement of disputes. The provisions of the Labour Law concerning labour-management relations are of great importance, since they embody the tripartite principle of discussion and decision in councils and committees containing representatives of the Government, the employers and the workers. The setting up of these bodies was calculated to improve labour-management relations by making provision for the regular discussion of labour problems at the plant and national levels and by providing procedures for the settlement of disputes. The factory councils give opportunities for discussing problems that arise at the plant level; they appear to deal mainly with welfare problems, grievances and minor disputes, though they are entitled to exercise certain other functions, e.g., in regard to problems of production. The boards for the settlement of disputes seem to be concerned mainly with complaints regarding dismissals and with the fixing of minimum wages. The High Labour Council has given most of its attention to the preparation of draft laws and regulations, the fixing of minimum wages, the application of labour legislation and the supervision of funds. The establishment of the Council was an important development in such a country as Iran. The joint departmental committees set up voluntarily by the Company bring the process of consultation right down to earth, since they deal with problems affecting the workers in each of the various departments of the plant and comprise representatives who are workers themselves. These committees are not yet fully appreciated by the workers, and there is still some reluctance to accept them. This is due in part to a natural slowness in understanding the aims and methods of such bodies and in part, perhaps, to a certain suspicion of them among the leaders of the unions.

LABOUR LAWS AND DECISIONS

LAWS

THE ORISSA EMPLOYEES' STATE INSURANCE (MEDICAL BENEFIT) RULES 1951

The Governor of Orissa in exercise of the powers conferred by sub-section (1) of section 96 of the Employees' State Insurance Act, 1948 has published draft of the above mentioned Rules in the *Orissa Gazette* dated January 19, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration on or after 28th February, 1951, along with objections or suggestions which may be received before that date.

VINDHYA PRADESH EMPLOYEES' INSURANCE COURTS RULES 1950

The Chief Commissioner, Vindhya Pradesh in exercise of the powers conferred on him by clauses (a), (b) and (c) of sub-section (1) of section 96 of the Employees' State Insurance Act, 1948 has published draft of the above mentioned Rules for eliciting public opinion in the *Gazette of India* dated 20th January 1951. The draft will be taken into consideration on or after the 31st day of January 1951 along with objections or suggestions which may be received before that date.

MINIMUM WAGES ACT, 1948

(1) *Vindhya Pradesh Minimum Wages Rules, 1950*.—The draft of certain Rules which it has been proposed to make in exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 by the Chief Commissioner, Vindhya Pradesh has been published in the *Gazette of India* dated 13th January, 1951 for eliciting public opinion. The draft will be taken into consideration on or after January 31, 1951 along with objections or suggestions which may be received before that date.

(2) *Fixation of Minimum Rates of Wages in West Bengal*.—In exercise of the powers conferred by section 3 read with clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the Governor of West Bengal has proposed to fix the minimum rates of wages payable to employees under local authorities and for employees in cinchona plantations in the State of West Bengal. These proposals have been published in the *Calcutta Gazette (Extra-ordinary)* dated 15th January 1951 for eliciting public opinion. The proposals will be taken into consideration on or after 12th March 1951 along with objections or suggestions which may be received before that date.

(3) By a notification published in the *Calcutta Gazette* dated January 18, 1951, the Governor of West Bengal has fixed the minimum rates of wages payable to employees in flour mills in the State of West Bengal. According to this notification the total emoluments of an unskilled worker is Rs. 50 (monthly rated) and Rs. 1-14-10 (daily rated). The dearness allowance payable under this notification is linked to the cost of living index numbers.

By another notification published in the *Calcutta Gazette* dated January 25, 1951 the Governor of West Bengal has also fixed for the employees in the flour mills the hours of work, constituting a normal working day, the period of interval for rest, the day for weekly rest, the rate of payment for work on the day for rest, the rate of overtime and the rate of payment for work less than normal working day as specified in the schedule reproduced below :—

" Eight working hours including the daily period of rest shall constitute a normal working day and six such working days shall constitute a week : provided that all the employees in a flour mill or a section thereof may be required by the employer to work up to nine hours on any day subject to the limit of 48 hours in a week of six days or on all the seven days in a week subject to the condition that the total number of days of weekly rest admissible to an employee shall be allowed within the month next following the month in which the day or days of weekly rest has been or have been lost. In such cases, the daily rate of basic wages and dearness allowance shall be proportionately increased.

The periods of work of adult workers in any flour mill shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval of rest for at least half an hour.

The rate of payment for work on the day of weekly rest when no compensatory day of rest is allowed shall be double that of normal basic wage and dearness allowance.

The rate of payment for overtime work shall be double that of normal basic wage and dearness allowance.

For work less than normal working day, when the stoppage is at the instance of employer, the workers shall be paid at normal daily rate. When the stoppage is the result of wilful refusal on the part of employee the above concession shall not be allowed. In such case, the employee shall get wage *pro-rata* for the actual hours worked.

Ordinarily, the weekly day of rest for employees in flour mills shall be Sunday, except in cases of flour mills where days other than the Sunday are allowed as weekly days of rest."

(4) The Governor of West Bengal under several other notifications has proposed to fix the minimum rates of wages payable to employees employed on road construction, building operations, tobacco manufactures and public motor transport in the State of West Bengal. The proposals have been published in the *Calcutta Gazette (Extra-ordinary)* dated 10th January 1951 for eliciting public opinion. These proposals will be taken into consideration on or after 9th March, 1951 along with any objections or suggestions which may be received before that date.

(5) In exercise of the powers conferred by section 3 of the Minimum Wages Act, 1948 the Governor of Uttar Pradesh has published in *Uttar Pradesh Government Gazette (Extra-ordinary)* dated 17th January 1951, a notification proposing to fix the minimum rates of wages for the employments under local bodies. It has been notified that the proposals will be taken into consideration on or after March 20, 1951 along with objections or suggestions which may be received before that date.

(6) In exercise of the similar powers the Governor of Orissa has proposed to fix the minimum rates of wages payable to employees employed in agricultural operations in that State. The proposals have been published in the *Orissa Gazette* dated January 15, 1951 for eliciting public opinion. These will be taken into consideration on the 15th March, 1951, along with objections or suggestions which may be received before that date.

(7) In exercise of the powers conferred by section 13 of the Minimum Wages Act, 1948 read with section 14 of the said Act the Governor of West Bengal has fixed for the employees in the rice mills in the State of West Bengal the hours of work constituting a normal working day, the period of interval for rest, the day for weekly rest, the rate of payment for work on the day for rest and the rate of over-time as specified in the schedule reproduced below :—

“ Eight working hours including the daily period of rest shall constitute a normal working day and six such working days shall constitute a week : provided that all the employees in a rice mill or a section thereof may be required by the employer to work up to ten hours on any day subject to the limit of 48 hours in a week of six days or on all the seven days in a week subject to the condition that the total number of days of weekly rest admissible to an employee shall be allowed within the month next following the month in which the day or days of weekly rest has been or have been lost. In such cases, the daily rate of basic wages and dearness allowance shall be proportionately increased.

The periods of work of adult workers in any rice mill shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval of rest for at least half an hour.

The rate of payment for work on the day of weekly rest when no compensatory day of rest is allowed shall be double that of normal basic wage and dearness allowance.

The rate of payment for overtime work shall be double that of normal basic wage and dearness allowance only when the total hours of work in a week exceed 48 hours in a period of six days.

Ordinarily, the weekly day of rest for employees in rice mills shall be Sunday, except in the case of rice mills, where days other than the Sunday are allowed as weekly days of rest.”

INDUSTRIAL DISPUTES (MYSORE) RULES, 1950

The draft of certain Rules, which the Government of Mysore propose to make in exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 has been published in the *Mysore Gazette* dated 18th

January, 1951 for eliciting public opinion. The Government of Mysore have notified that the draft will be taken into consideration on or after 1st February 1951 along with any objections or suggestions which may be received before that date.

HYDERABAD INDUSTRIAL STATISTICS (LABOUR) RULES 1951 AND HYDERABAD INDUSTRIAL STATISTICS INDUSTRIAL AND LABOUR DISPUTES) RULES

The Government of Hyderabad in exercise of the powers conferred by section 14 of the Hyderabad Collection of Statistics Act, 1957 F have published drafts of the above mentioned Rules for eliciting public opinion in the *Gazette of Hyderabad* dated 11th January, 1951 and 4th January 1951, respectively. It has been notified that the above drafts would be taken into consideration within one month from the date of their publication in the *Gazette*.

DECISIONS

DEARNESS ALLOWANCE IN BOMBAY SILK MILLS DECISION OF THE INDUSTRIAL COURT

The Order of the Wage Board regarding dearness allowance, to the workers in Bombay Silk Mills has been summarised in the December 1950 issue of the *Indian Labour Gazette*. The workers had asked for neutralization of increased cost of living since 1939 at the rate of 75 per cent. on the basis of the basic wages of all workers i.e., Rs. 30/- per month. The Wage Board found that if the demand was granted it would cost to the mills a sum of about Rs. 336,684 a year at the cost of living index as it stood in April 1950, i.e., 36.7. It was definitely of opinion that the mills would be unable to bear this additional cost and accordingly it refused to grant the workers' demand. It held that not more than 67.5 percent. neutralization could be granted and ordered accordingly.

An appeal was preferred from this decision of the Wage Board to the Industrial Court, Bombay. After reviewing the findings of the Wage Board the Court observed that four main considerations could legitimately be urged against accepting the conclusion of the Board :—

- (1) It is to be remembered that the minimum wage in the industry is Rs. 30/- a month and that the neutralization of the increased cost of living since 1939 is to be effected with reference to the basic earnings or minimum wage of Rs. 30 per month; so that on higher basic wages an operative would get comparatively a lesser proportion of his wages as dearness allowance and even as regards those who are in receipt of the minimum wage, which is a wage on the bare subsistence level, the more the rate of neutralization falls below 100 per cent. the more is he pushed below the subsistence level as the cost of living increases.
- (2) The Board have, on material which must be considered rather unsatisfactory, been compelled to make conjectures on the basis of certain statistical results that the mills would be unable to

bear the burden that would be entailed if the workers' demand was conceded. That demand could at best be based on guess-work as to the mills' profits and in this instance appears to have been based on the rate of neutralization awarded by the Industrial Court in the earlier appeal; it is noteworthy that on the present occasion the union has refrained from pitching its demands as high as on the last occasion. In these circumstances it was for the mills to show that they were unable to bear such burden. The fact that a large number of mills did not submit audited accounts and balance sheets emphasises this aspect of the question and shows that the mills have failed to discharge the duty which lay upon them on this point.

- (3) The Board compared the profits, etc., of the two sets of mills in the two references for different periods, *viz.*, for the period 1943 to 1947 in the earlier reference and the period 1946-47 to 1948-49 in the present reference. It might be that in the latter period the profits were not so high as in the earlier period, but one would expect that that would be the case in all mills generally and not in respect of the mills under the present reference alone; so that if a higher rate of neutralization was permissible in respect of the mills under the earlier reference, it is possible that if their case was considered in respect of the latter period under the present reference a different conclusion might have been reached. To a certain extent the Wage Board has been misled in comparing the results relating to different periods in the case of the mills.
- (4) In paragraph 8 of the Wage Board's order under appeal it has considered four matters, *viz.*, the average range of gross profit, the dividend, depreciation and reserves. If it is mistaken in its conclusion as to the dividends it is not possible to say what would have been its general conclusion if the correct position as to that point had been realised. It was possible to reach the conclusion that the increase in the rate of dividend sufficiently offsets the disadvantageous position of the present mills as regards the three other criteria adopted.

The Court came to the conclusion that the principles applicable and the proper approach to the problem under consideration had not been sufficiently appreciated by the Board and that this was a case in which the demands made by the employees deserved to be granted *in toto*. Accordingly the Court directed that the rise in the cost of living over the August 1939 level should be neutralized to the extent of 75 per cent. instead of 67.5 per cent.

DECISION IN THE DISPUTE BETWEEN MESSRS. DALMIA JAIN AIRWAYS LTD. AND THEIR EMPLOYEE

Recently, the Calcutta High Court gave a decision* under Sections 2(vi) and 15(1) of the Payment of Wages Act, 1936. The decision was given by a Special

* Full text of the High Court judgment appears on pages 193-94 of the January 1951 issue of the *All India Reporter*.

Bench consisting of the Chief Justice and two other judges of the High Court on a petition under Article 227 of the Constitution of India. A brief summary of the case is given below.

Shri Sukumar Mukherjee was an employee of Messrs. Dalmia Jain Airways, Ltd. Under the terms of his employment, the employee was entitled to a month's leave on full pay every year. The employers, wishing to terminate his services, gave him a month's wages and terminated his employment summarily. The employee made a claim in the Court of the Authority under the Payment of Wages Act for a month's pay in lieu of the period of leave which he was unable to make use of. The Court held that the employee was entitled to his claim. Against this decision of the Court of Authority the employers applied to the High Court under Article 227 of the Constitution of India and prayed that the order of the Lower Court be set aside or varied.

It was contended on behalf of the employee that the High Court had no authority to interfere in the matter. On this point the High Court gave its decision as under : "Though this Court has a right to interfere with decisions of Courts and Tribunals under its power of superintendence, such right should be exercised only in cases where the Courts have clearly done something which they were not entitled to do. The power must be used to keep the Courts below within the bounds prescribed by law for such Courts".

It was argued on behalf of the employers that they were entitled to give the employee a month's notice and the latter would be under an obligation to work during that month for his wages. The employers did not insist on that, but paid the employee a month's wages and told him to go immediately. Dismissing the petition of the employers the Chief Justice observed : "The most that can be said, if anything can be said, is that the Court erred in law in treating a month's wages in lieu of leave as due. Further it appears to me that there is no injustice in this case. The employers, for reasons best known to themselves, desired to get rid of this employee immediately. They made it impossible for him to take his month's leave and the order of the Court below even if it was not legally justified, could never be described as unjust or harsh".

LABOUR INTELLIGENCE

INDIAN

INDUSTRIAL DISPUTES IN INDIA DURING DECEMBER, 1950

The end of the year 1950 showed a considerable improvement in industrial relations as the number of work-stoppages resulting from industrial disputes dropped from 83 in November to 67 in December and the number of workers involved declined from 56,736 in November to 40,761 in December. The resultant time-loss in December was about 160,418 man-days as compared to a loss of 313,837 mandays during the previous month. Five of the disputes during the month under review involving 4,389 workers resulted in lockouts and accounted for a time-loss of 49,614 man-days.

There were, in addition, thirteen work-stoppages not connected with industrial disputes and these involved 88,155 workers. The time-loss due to these stoppages was about 85,841 man-days.

Bombay continued to report the largest number of disputes. A major portion of the time-loss however was suffered by West Bengal where a number of big strikes and lockouts took place during the month. Uttar Pradesh and Madhya Pradesh also recorded considerable time-losses although the number of disputes in these states was comparatively small.

Protesting against the reduction in the number of doffir boys employed and demanding 10 days casual leave with pay every year, 302 workers of the Kamala Mills, Bombay struck work on the 7th December. Consequently the management closed all excepting the folding, engineering and silk departments thus affecting an additional 2,983 workers. The striking workers returned to work unconditionally and work was resumed on the 9th December. The number of man-days lost on account of this stoppage was 4,713. Demanding payment of $1\frac{1}{2}$ month's wages as bonus for the year 1949 over 1,100 workers of six textile mills in Bombay including a cotton mill (excluded from the award), three silk mills and two other textile mills struck work towards the end of the month. While in four cases the workers returned to work on the 29th, in two others the strikes were in progress at the end of the month. Three of the strikes were unsuccessful and in one the result was indefinite. Demanding payment of bonus and protesting against the cut in house rent allowance for workers staying on the race course premises, 1,267 workers of the Royal Western India Turf Club Ltd., Bombay struck work on the 9th December. As a result of negotiations, the management agreed to the demands and the workers resumed work on the 11th. The strike accounted for a loss of 3,168 man-days.

About 1,420 workers of a number of hotels in the Bombay city went on strike on the 25th December demanding increase in wages and dearness allowance, introduction of provident fund scheme, payment of bonus, etc. The strike was in progress at the end of the month.

In West Bengal, 800 workers of the Mahalaxmi Cotton Mills, Palta were on strike from 11th November, 1950 in pursuance of their demands for puja bonus, etc. The State Government who intervened in the dispute decided to refer the matter for adjudication and prohibited continuance of the strike. Work was thus partially resumed from 4th December although some of the strikers failed to return. About 4,000 workers of the Clive Jute Mills, Kidderpore were locked out on 19th December following an alleged illegal strike by the workers on the previous afternoon and assault on the Manager. The lockout was in progress at the end of the month. All the 2,500 workers of Burn and Co.'s refractory and ceramic works at Raniganj went on strike on 5th December protesting against the dismissal of a worker. The strike was however called off on the 15th December following Government's order prohibiting the strike under Sec. 10 (3) of the Industrial Disputes Act, 1947. The Dock Mazdoor Union, Calcutta brought about a practical suspension of work in the Calcutta Port by making the workers adopt a go-slow policy with a view to enforcing its demands relating to recognition of the union, guaranteed minimum wages, increase in dearness allowance and overtime payments. About 7,000 workers were reported to be participating in this slow-down strike and the out-turn of work is said to have gone down by about 30 percent. The strike* was in progress at the end of the month. About 1,000 workers employed by a trimming labour contractor in the same port struck work on the 28th December protesting against non-payment of dues claimed. The strike was in progress. Workers of the new wagon shed in the said port were also reported to be on strike since 27th December demanding increased wages and better terms of service.

In Madhya Pradesh 658 workers of the Empress Mills No. 1 and 2, Nagpur were on strike from 20th December to 30th December as a protest against the discharge of a weaver. As a result, an additional 775 workers were also kept idle. Work was however resumed unconditionally on the 30th December through the intervention of the Labour Officer.

Workers of the Swadeshi Cotton Mills, Kanpur struck work on 12th December protesting against the play-off of workers due to non-availability of power. As a result of direct negotiations, the management agreed to take back all the played off workers on receipt of additional power-supply and the workers, numbering 5,258 resumed work on the next morning. About 510 workers of the Cawnpore Textiles Ltd., Kanpur went on strike on the 25th December refusing to obey certain instructions given by the management. An additional 1700 workers were reported to be involved indirectly. No settlement was reported by the end of the month. A strike which started on 24th November in the L. M. Sugar Factories and Oil Mills Ltd., Pilibhit involving in all 773 workers directly or indirectly terminated on the 8th December on the intervention of the District Magistrate and other authorities. The demands, which have been partly accepted, included arrangements for water supply, reinstatement of dismissed workers etc.

A major portion of the time-loss recorded during the month was suffered by the cotton, jute and other textile industries. Among the others which

* The strike has not been included in the statistics as there was no cessation of work.

accounted for considerable time-losses were the groups "food, drink and tobacco" and "wood, stone and glass". A table showing a detailed industrial classification of the man-days lost during the month with comparative figures for the preceding two months is given below. More detailed statistics for the month are published elsewhere in this Gazette.

MAN-DAYS LOST DUE TO INDUSTRIAL DISPUTES

| Industry | December, 1950 | November, 1950 | October, 1950 |
|--------------------------------|-------------------|-------------------|------------------|
| <i>Textiles :-</i> | | | |
| Cotton | 40,590 | 76,729 | 2,008,437 |
| Jute | 44,000 | 80 | 2,696 |
| Others | 5,163 | 5,409 | 19,460 |
| <i>Engineering</i> | 4,673 | 31,539 | 7,940 |
| <i>Minerals and Metals</i> | | | |
| Iron and Steel | 29 | 147 | — |
| Others | — | — | — |
| <i>Food, Drink and Tobacco</i> | 10,081 | 18,334 | 22,981 |
| <i>Chemicals and Dyes</i> | 4,362 | 15,596 | 991 |
| <i>Wood, Stone and Glass</i> | 24,266 | — | 15,147 |
| <i>Paper and Printing</i> | Not known | 43 | 2,804 |
| Skins and Hides | — | 325 | 138 |
| Gins and Presses | — | — | — |
| <i>Mines</i> | | | |
| Coal | 8,054 | 159,942 | 143,217 |
| Others | — | 815 | — |
| <i>Transport</i> | | | |
| Railways | 1,925 | 225 | 20,988 |
| Others | 655 | 76 | 5,676 |
| Docks and Ports | 3,126 | — | 3,722 |
| Plantations | — | — | 1,538 |
| Municipalities | 85 | Not known | 2,385 |
| Miscellaneous | 13,409 | 4,577 | 6,128 |
| Total | 160,418 | 313,837 | 2,264,248 |

LABOUR NEWS FROM STATES

AJMER

December, 1950

The award of the Industrial Tribunal in the matter under dispute between the Municipal sweepers and the Municipal Committee, Beawar, has been announced. This award grants an increase in the scale of pay of the sweepers from Rs. 10-1-13 to Rs. 15-1-18. The dearness allowance remains at the existing level of Rs. 25 per month.

The State Government have appointed a committee under section 5(1)(a) of the Minimum Wages Act to hold enquiries and advise them in fixing minimum rates of wages in respect of employment under mica works.

About 23 complaints in respect of irregular payment of wages, irregular discharge of workers, etc., were investigated by the Conciliation Officer.

ASSAM

December, 1950

The members of the Cachar Plantation Committee visited some gardens in the Cachar district and heard the views of the local managers and workers.

Normal factory work in tea gardens ceased during the month on account of the end of the season.

During the month 92 complaints were investigated by the Labour Officers. Of these, 28 related to discharge, 3 to wages, 7 to retrenchment, 11 to non-payment of arrears and the remaining 43 to miscellaneous causes.

Bhopal

December, 1950

The Industrial Tribunal awarded to the workers of the New Bhopal Textiles Ltd., bonus equal to one-sixth of their basic earnings. The first instalment of bonus was paid to the workers on the 20th December 1950.

During the month under report 19 complaints were investigated. Most of the complaints related to wages, bonus, fines, dismissals and suspensions.

BIHAR

December, 1950

A conference of representatives of employers and workmen in the Sugar Industry was called by the Commissioner of Labour, Bihar, on 4th and 5th December 1950 to discuss and settle the outstanding disputes of the 1949-50 season. An important decision reached at the conference was that the general procedure for retrenchment evolved at the meeting of the Central Labour Advisory Board held at Ranchi in September last should be followed.

Most of the sugar factories in Bihar have started their crushing season and paid bonus as well as retaining allowance to their workers according to the terms of the Appellate Tribunal.

The bidi manufacturers of Manbhumi have resumed work consequent upon a settlement between the managements and workers regarding the minimum wage.

The Assistant Commissioner of Labour, Bhagalpur, who was required to report on the conditions of work and wage rates of the workers in the employments of road construction or building operations and stone breaking or stone crushing, has submitted his report to the Government.

During the month under report, 7 trade unions were registered under the Indian Trade Unions Act, 1926, bringing the total number of registered trade unions to 486 at the end of the month.

BOMBAY

December, 1950

An enquiry into conditions of Labour in chemical and pharmaceutical concerns in the Bombay City was started during the month.

On 1st December 1950, there were 577 registered trade unions in the State. During December, 8 new unions were registered, thereby bringing the total number of registered unions to 585 at the end of the month.

A joint committee constituted in a sugar undertaking was entered in the list of joint committees, bringing the total number of joint committees registered as at the end of December 1950 to 121.

The State Government have appointed under the Minimum Wages Act, 1948 two committees to advise them in respect of (a) employment under any local authority, and (b) employment in the salt pan industry.

DELHI

December, 1950

The general employment situation continued to be more or less normal though there was some set-back in iron foundries and hosiery industry due to retrenchment.

Registration of 11 unions was cancelled for non-submission of 1949-50 returns under the Indian Trade Unions Act.

Twenty complaints (16 individual and 4 collective) were received during the month. Of these, 8 were settled in favour of the workers, 4 were rejected and the remaining 8 complaints were still under investigation. Most of these complaints related to non-payment of wages.

During the month under report, 3,904 inspections were made under the Punjab Trade Employees Act as applied to Delhi and legal action was taken in 352 cases. The Court decided 222 cases and imposed fines amounting to Rs. 4,440.

Twenty-four factories were inspected under the Factories Act and the Payment of Wages Act and 14 boilers under the Indian Boilers Act. Five new factories were registered during the month.

HYDERABAD

November, 1950

During the month of November, 87 accidents were reported; of these, 3 were fatal and 3 serious. Thirty-five of these accidents were in the textile industry and 9 in the engineering industry. Compensation for one fatal accident, one permanent and 11 temporary disablement cases, paid during November, amounted to O.S. Rs. 2,393.

During the same month, 72 individual complaints were investigated by the Government Labour Officers. Of the cases reported and pending, 71 have been settled. Most of the complaints related to dismissals, wages and payment of arrears.

MADHYA BHARAT

December, 1950

The Indore Textile Enquiry Committee, appointed by the Madhya Bharat Government, decided at one of its meetings, to set up a tripartite central committee to deal with the problems of *badli* control and of establishment of works committees in the textile mills.

On behalf of the employers of textile mills and the representative union of Ujjain, an agreement was recorded before the Labour Commissioner, the agreement laid down rules regulating leave with wages under the Factories Act, 1948, so far as the textile mills in Ujjain were concerned.

During the month, 36 complaints were recorded ; of these, 19 related to employment, 9 to wages, 3 to working conditions, 2 to industrial relations and 3 to miscellaneous causes. Thirteen complaints were successful, 4 unsuccessful and 7 were rejected ; the remaining 12 complaints were pending.

MADHYA PRADESH

December, 1950

The State Government have constituted the Madhya Pradesh Housing Board, with the Chief Parliamentary Secretary as its Chairman, and have notified that the Madhya Pradesh Housing Board Act, 1950 would come into force in the State from 1st January 1951.

All the Civil Surgeons in the State have been appointed as Certifying Surgeons under the Factories Act, 1948 in respect of all the factories falling within their respective jurisdiction.

The wage Board in its meeting held on 20th December 1950 decided that minimum rates of wages in tanneries and leather goods manufactories in the State should be fixed at piece rates prevailing during the year 1950 and by adding another 10 per cent. for the rise in the cost of living.

A meeting of the State Labour Advisory Committee was held on 21st December 1950 with Hon'ble the Chief Minister in chair. The meeting considered a report on medical and other facilities provided by factories and also the cotton position in the textile mills. The standing Committee (Textiles) also met on the same day. It examined the report of the Bonus Sub-Committee, reviewed the work done by the Normal Complement Sub-Committee and discussed the action taken by individual mills on the Committee's resolution relating to the question of retirement of surplus and *badli* workers on payment of gratuity.

The decision taken by the Coal Committee, Parasia, in September last regarding grant of cash in lieu of cheap grains to the colliery workers of Chhindwara District was rescinded at the meeting held on 22nd December 1950 at the intervention of the Deputy Commissioner, Chhindwara.

Under the C. P. and Berar shops and Establishments Registration Rules, 1949, 133 establishments were registered and registrations of 328 establishments were renewed. Prosecutions against 7 establishments were launched.

Four trade unions were registered under the Indian Trade Unions, Act, 1926.

The Labour Officers and the Inspector of Shops and Establishments investigated 17 complaints during the month. Classified according to causes the complaints related to : wages 10, reinstatement 1, bonus 1, overtime payment 1, and miscellaneous 4.

MADRAS

December, 1950

Eleven disputes were referred to Industrial Tribunals for adjudication and 9 awards of Industrial Tribunals were published in the *Fort St. George Gazette*.

During the month, 706 complaints were investigated by the Labour Officers of the State. Of these complaints, 174 related to dismissals and dis-

charges, 169 to wages, 74 to bonus, 11 to dearness allowance, 2 to suspension, 24 to leave, 47 to service conditions, 3 to food supply and 202 to miscellaneous causes.

There were 502 accidents in various factories ; of these, 128 were in cotton spinning and weaving mills, 104 in railway workshops, 50 in sugar mills industry and 41 in ship repairs works.

The number of factories on the registers at the beginning of the month was 9,871 ; during December, 374 new factories were registered, while 52 factories were removed from the registers. The total number of factories on the registers at the end of the month was 10,193.

There were 551 trade unions on the register on 30th November, 1950. During the month, registrations of 5 unions, were cancelled, thereby bringing the total number of registered trade unions at the end of the month to 546.

MYSORE

December, 1950

The Regional Labour Commissioner (Central), Madras, visited the Kolar Gold Fields on 12th December 1950 and had discussions with the Director, Messrs. John Taylor and Sons (India) Ltd., on (a) bonus to Oorgaum miners for 1948, (b) implementation of the K.G.F. Wage Board's recommendations, (c) reasons for the deduction of Rs. 2-9-0 from the pay of the employees consequent on the grant of dearness allowance linked with the cost of living index, and (d) formation of works committees in the four gold mines.

On 6th December 1950, a number of trainees of the East Asian countries, who are undergoing training in the I.L.O. Asian Field Office, Bangalore, visited the Kolar Gold Fields.

The Labour situation in the State remained peaceful during the month under review.

PUNJAB

December, 1950

The working of the cotton ginning and pressing factories was adversely affected due to export of raw cotton to other States. Subsequently, however, a ban was imposed on the export of cotton.

The fifth meeting of the Minimum Wages Committee relating to the Inferior Employees under Local Authorities was held at Simla on 1st December 1950 ; the Committee made its recommendations final at this meeting.

Four complaints under the Workmen's Compensation Act, 1923 were received during the month under report and were forwarded to the Labour Inspectors for investigation and settlement of claims.

Four unions, two of which were sweepers' unions and a third a contractors' association, were registered under the Indian Trade Unions Act, 1926.

SAURASHTRA

December, 1950

Employment situation in the State marked some improvement, as many of the ginning factories and oil mills in the State commenced working for the current season.

Three trade unions, with an aggregate total membership of 846 were registered during the month.

Conciliation proceedings were held in 8 cases, 5 of which were successful. Of these 8 cases, 6 related to reinstatement, compensation and bonus and one each to discharge of workers and payment of wages. The Labour Officers of the State investigated 10 complaints, of which 7 related to leave with wages.

TRAVANCORE-COCHIN

December, 1950

Conciliation proceedings were held in 18 major cases, 15 of which were successful.

Eleven trade unions were registered under the Trade Unions Act during the month. Marked trade union activity was noticed in the cashew industry.

Of the 283 complaints investigated during the month by the officers of the Labour Department, 114 related to non-payment of wages, allowances and bonus, 79 to dismissals, discharges etc., 17 to denial of statutory benefits, 5 to ill-treatment of workers, 2 to non-implementation of award and the remaining 66 to miscellaneous causes.

Standing orders in respect of 184 industrial establishments in the State were certified by the Certifying Officer under the Industrial Employment (Standing orders) Act.

UTTAR PRADESH

December, 1950

The general labour situation showed in the beginning slight improvement with the termination of the strikes in the Saharanpur and Pilibhit sugar factories and of the play-off in the Swadeshi Cotton Mills, Kanpur. Later on, however, the situation deteriorated on account of constant play-offs in the various industrial undertakings of Kanpur. Reported cases of play-off and closures affected 24 and 8 concerns respectively. In 3 concerns, 93 workers were retrenched.

Prosecutions were launched against the employers of two industrial establishments under section 13(2) of the Industrial Employment (Standing Orders) Act, 1946 for contravening the various clauses of standing orders and in each case a fine of Rs. 50 was imposed.

The State Government certified 88 trade unions as "constituent trade unions" for electing a member to the vacant seat in the U.P. Legislative Assembly from the special Trade Unions Labour Constituency.

EMPLOYMENT AND TRAINING SCHEMES OF THE GOVERNMENT OF INDIA

REPORT FOR THE MONTH OF DECEMBER, 1950

India's Employment Service found jobs for 33,809 persons during December, 1950. This number included 2,330 displaced persons placed with various Railway administrations in the Indian Union, bringing the total of vacancies filled on the Railways with displaced persons to 7,807 against a total of 10,500 Class IV vacancies reserved for this category of applicants.

The number of employment-seekers registered with Employment Offices was 1,15,330, representing an increase of 1,191 over the previous month's figure, Hyderabad, Bombay and Bihar sharing in this increase.

The number of employers who utilised the Employment Service was 5,739, 56.5 per cent. of whom were private employers who took in 20,957 out of the total of 33,809 persons placed in employment during the month.

Of the number of persons placed in employment, 2,524 were women, as against 1,927 during the previous month.

The Central Employment Advisory Committee which met in Delhi on December 11, recommended that the scope of the Employment Service be widened so as to cover recruitment to the plantations, and that recruitment to P. W. D. establishments and other public services be considered through the Employment Service machinery.

Under the Training Schemes of the Ministry of Labour, 11,177 persons including 338 women and 1,969 displaced persons, were receiving training at the end of the month at the various Training Institutes of the Labour Ministry.

ESTABLISHMENT OF ECONOMICS AND STATISTICS BUREAU IN BIHAR

The Government of Bihar in the Finance Department have recently created a Central Bureau of Economics and Statistics. The functions of the Bureau are :—

- (i) To advise the departments and offices of the state Government on statistical and economic questions.
- (ii) To co-ordinate the statistics collected by different departments and offices of the state Government. Subject to guidance from the Bureau, individual departments will continue to collect their own statistics. The Bureau will co-ordinate these statistics, suggest improvements in the existing methods of collection and offer advice in regard to the collection of new statistics. In other words, it will give technical direction and supervise statistical work done by the staff of various departments. It will provide the requisite liaison between the Central Government and the state Government in respect of statistical matters. It will organise in the state sphere any statistical surveys required as part of approved all-India plans.
- (iii) To review, rationalise and standardise as far as practicable, the methods of planning statistical enquiries, collection of data, as well as arrangements, presentation and analysis of statistical data, employed by different departments and offices of Government. Enquiries affecting more than one Government Department or enquiries of a specialised nature will be carried out by the Bureau through the agencies working under it and will be associated with all socio-economic surveys planned by Government.
- (iv) To carry out statistical or economic analysis and research ; to maintain a statistical Laboratory and a Library; and compilation, scrutiny and interpretation of data collected by various departments.
- (v) To prepare, and publish periodical reports, etc., and summarise and interpret statistical material received from various departments or collected by itself.

FOREIGN

I.L.O. INDUSTRIAL COMMITTEE ON BUILDING, CIVIL ENGINEERING AND PUBLIC WORKS—THIRD SESSION

The Third Session of the Building, Civil Engineering and Public Works Committee of the International Labour Organisation will open in Geneva on the 12th February 1951 and will last till about the 24th February 1951. The agenda for the meeting will consist of the following items :—

- (1) General Report, dealing particularly with :
 - (a) action taken in the various countries in the light of the conclusions of the previous sessions ;
 - (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee ; and
 - (c) recent events and developments in the Construction Industry.
 - (2) Welfare in the Construction Industry.
 - (3) Seasonal unemployment in the Construction Industry and the most effective means of reducing its extent.
-

INTERNATIONAL LABOUR CONFERENCE—34TH SESSION

The 34th Session of the International Labour Conference will open in Geneva on the 6th June 1951. The agenda will be as follows :—

- I. Director General's Report.
 - II. Financial and Budgetary questions.
 - III. Information and reports on the application of Conventions and Recommendations.
 - IV. Objectives and minimum standards of social security (first discussion).
 - V. Industrial relations, including collective agreements and voluntary conciliation and arbitration (second discussion).
 - VI. Co-operation between public authorities and employers' and workers' organisations (first discussion).
 - VII. Equal remuneration for men and women workers for work of equal value (second discussion).
 - VIII. Minimum wage fixing machinery in agriculture (first discussion).
 - IX. Holidays with pay in agriculture (first discussion).
-

TRADE UNIONS IN THE UNITED KINGDOM

MEMBERSHIP AND FINANCE IN 1949

The number of trade unions in the United Kingdom at the end of 1949 was 706, with an aggregate membership of 9,262,000. The following table shows the total number of trade unions and their aggregate memberships for certain years since 1935.

TABLE I

Trade Unions and their Membership, 1935-1949

| Year | No. of unions at the end of year | Membership at end of year | | |
|------|----------------------------------|---------------------------|---------|-------|
| | | Males | Females | Total |
| 1935 | 1,049 | 000's | 000's | 000's |
| 1940 | 1,004 | 4,106 | 761 | 4,867 |
| 1945 | 781 | 5,494 | 1,119 | 6,613 |
| 1946 | 757 | 6,237 | 1,638 | 7,875 |
| 1947 | 734 | 7,186 | 1,617 | 8,803 |
| 1948 | 718 | 7,483 | 1,662 | 9,145 |
| 1949 | 706 | 7,637 | 1,672 | 9,309 |
| | | 7,602 | 1,660 | 9,262 |

The size of the unions may be seen from the following table, wherein the unions are grouped according to their total membership at the end of 1949.

TABLE II
Size of the Unions

| Number of members | Number of unions | Total membership | Percentage of | |
|-------------------|------------------|------------------|----------------------------|--------------------------------|
| | | | total number of all unions | total membership of all unions |
| 1 | 2 | 3 | 4 | 5 |
| Under 100 | 132 | 7,000 | 18.7 | 0.1 |
| 100 and under 500 | 203 | 51,000 | 28.8 | 0.6 |
| 500 " | 72 | 50,000 | 10.2 | 0.5 |
| 1,000 " | 93 | 143,000 | 13.2 | 1.5 |
| 2,500 " | 73 | 258,000 | 10.3 | 2.8 |
| 5,000 " | 42 | 284,000 | 6.0 | 3.0 |
| 10,000 " | 22 | 264,000 | 3.1 | 2.9 |
| 15,000 " | 18 | 333,000 | 2.6 | 3.5 |
| 25,000 " | 21 | 738,000 | 2.9 | 8.0 |
| 50,000 " | 13 | 968,000 | 1.8 | 10.5 |
| 100,000 or more | 17 | 6,166,000 | 2.4 | 66.6 |
| Total | 706 | 9,262,000 | 100.0 | 100.0 |

In spite of the progressive fall in the numbers of separate unions consequent upon the tendency towards amalgamation, there were still over 400 unions (out of the total of 706) with fewer than 1,000 members each. These numerous small unions account for only about 1 per cent. of the aggregate trade union membership. About two-thirds of the aggregate membership was accounted for by the 17 largest unions, and over 90 per cent. by 91 unions with membership of 10,000 or more.

The following table gives the industrial distribution of membership for certain important groups.

TABLE III
Industrial Distribution of Membership

| Group of unions | Males | Females | Total |
|---|-----------|---------|-----------|
| Metal Manufacture, Engineering, Ship-building, Electrical Goods, Vehicles and Other Metal Trades. | 1,581,450 | 58,950 | 1,640,400 |
| Coal Mining | 779,500 | 14,800 | 794,300 |
| Railways | 560,740 | 27,410 | 588,150 |
| Building and Contracting | 496,100 | 130 | 496,230 |
| Transport (excluding Railways) and Communications | 384,500 | 53,920 | 438,420 |
| Distributive Trades | 251,450 | 137,980 | 389,430 |
| Local Government Service | 257,840 | 109,100 | 366,940 |
| National Government Service | 218,540 | 125,840 | 344,380 |
| Education | 127,060 | 178,380 | 305,440 |
| General Labour Organisations | 1,828,910 | 281,560 | 2,110,470 |

At the end of 1949, the number of federations of trade unions in the United Kingdom was 51, the same number as at the end of 1948. Some unions are affiliated to federations in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

In the following table, a summary of the statistics relating to membership and finances of registered trade unions of employees is given for the year 1949, together with comparative figures for the years 1948 and 1939.*

TABLE IV
Membership and Finances of Registered Trade Unions

| | 1949 | 1948 | 1939 |
|------------------------------|------------|------------|------------|
| Number of unions on Register | 417 | 416 | 424 |
| Number of Members | 7,883,736 | 7,916,564 | 5,018,968 |
| Income— | | £ | £ |
| From Members | 15,885,000 | 15,413,000 | 8,867,000 |
| From other sources | 1,796,000 | 1,742,000 | 835,000 |
| Expenditure— | | | |
| Unemployment, etc. Benefit | 159,000 | 180,000** | 746,000** |
| Dispute Benefit | 74,000 | 250,000 | 163,000 |
| Sick and Accident Benefit | 1,151,000 | 983,000 | 675,000 |
| Funeral Benefit | 492,000 | 442,000 | 389,000 |
| Superannuation Benefit | 1,725,000 | 1,681,000 | 1,200,000 |
| Other Benefits | 931,000 | 659,000 | 395,000 |
| From Political Fund | 517,000 | 375,000 | 118,000 |
| Working Expenses | 7,945,000 | 7,535,000 | 3,408,000 |
| Other Outgoings | 1,103,000 | 810,000 | 451,000 |
| Funds at the end of the year | 58,119,000 | 54,398,000 | 22,183,000 |

In addition to the above, there were 96 registered associations of employers in 1949, with an aggregate membership of 116,021 (Abstracted from the *Ministry of Labour Gazette* November 1950, pp. 365-66).

* Figures in Table IV relate only to trade unions registered under the Trade Unions Acts, 1871 to 1940, whereas the figures in the first three tables relate to both registered and unregistered unions in the United Kingdom.

** The figures exclude state unemployment benefit paid by the unions and recovered from the Ministry of Labour and National Service (£. 61,000 in 1948 and £. 1,753,000 in 1939).

CURRENT LABOUR LITERATURE

ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest, published in the periodicals received in the Labour Bureau, are mentioned below :

International Labour Review (*International Labour Office, Geneva*)—(a) September—October 1950.—(i) The Thirty-third Session of the International Labour Conference : Geneva, June-July 1950 ; (ii) Home Work in Switzerland by Alice Zimmermann ; (iii) Prospects and Problems of the Textile Industry in Western Germany by Rene Roux ; and (iv) An International Enquiry into Conditions of Life and Work on Plantations. (b) November 1950 : (i) The Joint Maritime Commission and the Maritime Work of the I.L.O. ; (ii) Post-War Developments in the Japanese Textile Industry by Chiang Hsieh ; and (iii) Child Care Facilities for Women Workers.

Asian Labour (*Indian Labour Forum, New Delhi*)—January 1951.—(i) Technique of Industrial Peace (Editorial) ; (ii) The I.L.O. Vocational Training Institutes by Svend Pedersen ; (iii) The Indian Worker—Impressions by H.L. Bullock ; (iv) Changing Pattern of Japanese Trade Unionism by T. Minakami ; (v) Collective Bargaining by Government Employees in U.S.A. ; (vi) Works Committees in Uttar Pradesh by K. N. Singh ; (vii) Nutrition of the Industrial Worker by H. P. Dastur ; and (viii) Housing Problem in India by S. P. Saksena.

Free Labour World (*International Confederation of Free Trade Unions, Brussels*)—October 1950.—(i) Trade Unions and Peace by Sir Vincent Tewson ; and (ii) The ICFTU Moves into Asia.

Ministry of Labour Gazette (*U. K. Ministry of Labour, London*)—December 1950.—(i) Government Vocational Training of Adults ; (ii) Tripartite Advisory Councils for Industry ; and (iii) Agricultural Wages in England and Wales.

Monthly Labour Review (*U. S. Department of Labour, Washington*)—November 1950.—(i) Recent Cost of Living Wage Adjustments ; (ii) Labour Supply Aspects of Mobilization and (iii) State Labour Legislation in 1950.

Labour Information Bulletin (*U.S. Department of Labour, Washington*)—November 1950.—(i) Establishment of the Office of Defence Manpower ; and (ii) Work Injury Rate Goes up.

Labour Gazette (Deputy Commissioner of Labour (Information, Bombay)
November 1950.—Labour Courts : Review of Decisions for Quarter ending 30th June 1950.

Labour Intelligence (Deputy Commissioner of Labour (Information, Bombay)
November 1950.—(i) Minimum Wage Fixing Machinery in Agriculture ; (ii) Appellate Tribunal's Decision in Bonus Dispute ; (iii) A Study of Working Class Family Budgets ; and (iv) Factory Seating.

Labour Bulletin (Labour Department, U. P., Kanpur)—August 1950.—Stray Thoughts on Labour Problems in India by Bansi Dhar.

Mysore Labour Gazette (Department of Labour, Mysore) November 1950.—(i) Labour Welfare in Mysore (Broadcast Talk by the Hon'ble Shri K.T. Bhashyam Iyengar) ; (ii) Nehru, Leader of Labour by Hon'ble Shri Jagjivan Ram ; (iii) Labour Productivity in the United States by George P. Delaney ; and (iv) The Principles that govern the Compilation of the Cost of Living Index Figures by Shri H. K. Chendrasekhara.

The Worker (Hindusthan Mazdoor Sevak Sangh, Bombay)—15th January 1951. (i) How Britain is Conquering Unemployment by Gordon Cummings ; (ii) Human Relations in Industry by N. G. Bose ; (iii) Problem of Textile Workers' Health by V. V. Dravid ; and (iv) Plight of Plantation Labour by B.K. Nair.

Socialist Commentary (London)—January 1951.—(i) A Trade Union at Work by Ellen McCullough ; and (ii) Swedish Trade Unions by Gunner Dahlander.

Commerce (Bombay)—26th January 1951.—Labour Ministers Meet.

ADDITIONS TO THE LABOUR BUREAU LIBRARY

January 1951

OFFICIAL

India

1. *Indian Coffee Statistics, 1943-44 to 1946-48*, Directorate of Economics and Statistics, Ministry of Agriculture, Government of India, New Delhi, Manager of Publications, Delhi, 1950, pp. vii + 17, Rs. 1-4-0 or 2 sh.

2. *The Hyderabad Mines Regulation No. XVIII of 1359 F (1950)*, Department of Mines, Government of Hyderabad, Government Press, Hyderabad Dn., 1950, pp. ii + 24, price Rs. 1-8-0.

3. *Unat Gram Ka Unatisheel Jiwan* (Hindi) by Ramesh Chander Pande, Arth and Sankhya Vibhag, Uttar Pradesh, Superintendent Government Printing Press, U. P., Allahabad, 1950, pp. 41 Re. 0-6-0.

4. *A Project is Established*, the Indian Railways Locomotive Manufacturing Workshops, Chittaranjan, Calcutta, 1950, pp. 20.

5. *Administration Report of the Labour Department (Travancore and Cochin) for the Year 1124 M.E.* Travancore-Cochin Government Press, Ernakulam, 1950, pp. ii + 66.

6. *Statistical Abstract, India, 1949 Vols. I & II*, Office of the Economic Adviser, Government of India, Manager of Publications, Delhi, 1950, pp. 10 + 1818, Rs. 5/- or 8 sh., each.

7. *Statistical Abstract West Bengal 1948*, Government of West Bengal Provincial Statistical Bureau (Second Issue), Superintendent, Government Printing, West Bengal Government Press, Alipore, West Bengal, pp. vii + 401.

8. *Statistical Year Book* (Consolidated Volume) for 1351 to 1354 Fasli/1941-42 to 1944-45 A.D., with Comparative Statistics from 1350 Fasli (1940-41 A.D.) (Eighth Issue), Department of Statistic and Census, Hyderabad Deccan, Government of Hyderabad, 1949, pp. xii + 1535, Rs. 5/-.

United Kingdom

1. *Mauritius 1948*, Colonial Annual Reports, His Majesty's Stationery Office, London, pp. 136, 4 s. net.

Australia

1. *Victorian Year Book 1947-48*, Published by the Authority of the Government of the State of Victoria Office of the Government Statist, Melbourne, 1950, pp. vi + 644, 3s. 6d.

U. S. A.

The following Bulletins are published by the United States, Department of Labor, and are available with the Superintendent of Documents, U.S. Government Printing Office, Washington, 25 D. C.

Bureau of Labor Statistics

1. *Economic Status of Library Personnel, 1949*, American Library Association, Chicago, 1950, pp. 47.

2. *Cane Sugar Refining, 1946 to 1948*, Trends in Man-Hours, expended per ton, March, 1950, pp. 7.

3. *Selected Types of Leather, 1946 to 1948*, Trends in Man-Hours, expended per unit 1950, pp. 15.

4. *Economic Status of Dietitians, 1949*, the American Dietetic Association, 620 North Michigan Avenue Chicago, 11, Illinois, 1950, pp. 40.

WOMEN'S BUREAU

5. *Summary of State Labor Laws for Women, 1952*, pp. 8.

Norway

1. *Statistisk Arbok for Norge 60 Argang 1950*, Utgitt Av, Statistisk Sentralbyra, Annuaire Statistique De La Norvege, 69 IEME Annee-1950, Oslo, I Kommision Hos H. Aschehoug & Co., pp. 404, Kr. 3.50.

Pakistan

1. *Pakistan Labour Year Book 1949-50*, by M. Shafi, Labour Publications, C/o. Thomas & Thomas Book-sellers, Sadder, Karachi, pp. x-881, price Rs. 19/-.

UNOFFICIAL

India

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Employment

The object in giving the following table is to publish up-to-date information on factory employment in respect of each of the States as and when it is available without waiting for the returns from the other States.]

EMPLOYMENT IN FACTORIES*

| State | Average daily number of workers employed† | | | | | | |
|--------------------------|---|-----------|-----------|-----------|-----------|-----------|------------------------|
| | 1939 | 1945 | 1946 | 1947 | 1948 | 1949‡ | 1950‡ First half |
| Ajmer | 13,330 | 15,877 | 15,789 | 15,864 | 15,877 | 15,380 | 16,337 |
| Assam | 52,003 | 58,070 | 53,161 | 56,119 | 59,563 | 61,132 | 47,811 |
| Bihar | 95,988 | 168,408 | 138,990 | 136,834 | 148,208 | 154,730 | 150,580 |
| Bombay | 466,040 | 735,774 | 680,896 | 702,465 | 737,460 | 789,463 | 771,338 |
| Coorg | 14 | 27 | 53 | 117 | 74 | 82 | 266 |
| Delhi | 17,400 | 36,870 | 33,349 | 31,320 | 36,894 | 38,806 | 41,055 |
| Madhya Pra- desh | 64,494 | 110,263 | 101,355 | 97,219 | 101,646 | 96,273 | 104,294 |
| Madras | 197,266 | 279,178 | 262,292 | 276,586 | 288,722 | 323,950 | 348,051 |
| Orissa | 5,371 | 7,427 | 7,443 | 10,592 | 12,329 | 13,359 | 13,678 |
| Punjab | 22,468 | 44,759 | 41,620 | 37,486 | 36,625 | 39,364 | § |
| Uttar. Pra- desh | 159,738 | 276,408 | 257,140 | 240,308 | 242,083 | 233,837 | 238,415 |
| West Bengal | 532,830 | 702,964 | 663,087 | 607,626 | 678,701 | 615,465** | § |
| Andaman & Niopbar Is. | § | § | § | 2,065 | 2,019 | 2,000 | § |
| Total | 1,626,942 | 2,436,083 | 2,255,181 | 2,274,689 | 2,360,201 | 2,413,481 | — |

* Covers factories subject to the Factories Act. Figures for recent years include those for merged States.

† Obtained by totalling the figures of average daily employment for all factories.

‡ Provisional.

§ Returns not received.

|| Figures relate to the pre-partition Province of Assam.

|| Estimated.

** Figures relate to second half of 1949.

Source.—Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

EMPLOYMENT IN THE COTTON MILL INDUSTRY

| Month | Total no. of work- ers on rolls | Average daily number of workers employed | | | |
|-----------|--|--|--------------|--------------|----------|
| | | 1st shift | 2nd shift | 3rd shift | Total |
| 1949 | | | | | |
| November | 776,051 | 419,395 | 241,455 | 49,053 | 709,903 |
| December | 765,420 | 417,476 | 239,506 | 47,724 | 704,706 |
| 1950 | | | | | |
| January | 756,905 | 414,306 | 236,098 | 47,327 | 697,821 |
| February | 748,789 | 404,976 | 230,349 | 40,351 | 684,676 |
| March | 747,605 | 404,065 | 235,322 | 38,902 | 678,379 |
| April | 751,671 | 407,376 | 236,630 | 36,489 | 680,501 |
| May | 753,802 | 405,405 | 235,702 | 35,243 | 678,410 |
| June | 767,752 | 412,802 | 242,407 | 39,209 | 694,508 |
| July | 770,238 | 417,604 | 242,261 | 41,552 | 701,417 |
| August | 763,062 | 410,709 | 242,582 | 40,782 | 694,073* |
| September | 715,278 | 320,590 | 178,393 | 34,315 | 539,298 |
| October | 760,438 | 395,365 | 230,720 | 40,881 | 666,966 |
| November | 759,716 | 413,985 | 243,539 | 42,334 | 690,858 |

Employment in the Cotton Mill Industry during November, 1950, by States

| State | Total no. of work- ers on rolls | Average daily number of workers employed | | | |
|-------------------|--|--|--------------|--------------|---------|
| | | 1st shift | 2nd shift | 3rd shift | Total |
| Bombay | 420,344 | 235,415 | 143,199 | 15,832 | 394,446 |
| Kutch | 154 | 154 | — | — | 154 |
| Saurashtra | 11,924 | 6,714 | 4,593 | — | 11,307 |
| Madhya Bharat | 44,336 | 23,033 | 15,285 | 2,008 | 40,326 |
| Bhopal | 2,572 | 914 | 663 | 622 | 2,199 |
| Ajmer | 6,153 | 4,123 | 1,903 | — | 6,026 |
| Rajasthan | 6,205 | 3,628 | 2,042 | 276 | 5,946 |
| Delhi | 17,487 | 7,377 | 4,936 | 2,619 | 14,932 |
| Punjab | 3,241 | 1,342 | 603 | 618 | 2,563 |
| Uttar Pradesh | 44,580 | 21,181 | 15,478 | 6,285 | 42,944 |
| Bihar | 1,477 | 1,004 | 473 | — | 1,477 |
| West Bengal | 28,159 | 16,838 | 6,655 | 3,600 | 27,093 |
| Madhya Pradesh | 33,924 | 18,190 | 8,783 | 4 | 26,977 |
| Hyderabad | 14,077 | 7,049 | 4,279 | 2,094 | 13,422 |
| Madras | 97,788 | 51,952 | 27,118 | 6,503 | 85,573 |
| Orissa | 2,958 | 871 | 688 | 590 | 2,149 |
| Travancore-Cochin | 5,423 | 2,511 | 1,400 | 832 | 4,743 |
| Mysore | 18,914 | 11,689 | 5,441 | 451 | 17,581 |
| Total | 759,716 | 413,985 | 243,539 | 42,334 | 690,858 |

Source.—Ministry of Commerce and Industry, Government of India.

NOTE :—Excludes figures for one defaulting mill.

* Includes an average of 194,724 for Bombay City which relates only to the first 13 days in the month, as from 14th there was a general strike.

NUMBER OF COTTON MILLS WORKING ONE OR MORE SHIFTS

| Month | Total no. of mills | No. of mills which remained closed dur- ing the month | No. of mills which worked | | |
|------------|-----------------------|--|---------------------------|----------|----------|
| | | | 1 shift | 2 shifts | 3 shifts |
| 1949 | | | | | |
| November | 363 | 35 | 43 | 159 | 126 |
| December | 363 | 34 | 42 | 160 | 127 |
| 1950 | | | | | |
| January | 364 | 33 | 44 | 160 | 127 |
| February | 365 | 39 | 36 | 189 | 101 |
| March | 365 | 33 | 37 | 191 | 104 |
| April | 364 | 31 | 36 | 203 | 94 |
| May | 365 | 33 | 41 | 199 | 92 |
| June | 362 | 29 | 33 | 191 | 109 |
| July | 362 | 26 | 32 | 178 | 126 |
| August* | 362 | 28 | 27 | 181 | 126 |
| September† | 364 | 26 | 23 | 148 | 104 |
| October | 365 | 27 | 25 | 185 | 128 |
| November | 364 | 24 | 26 | 179 | 135 |

Number of Cotton Mills Working One or More Shifts during November,
1950, by States

| State | Total no. of mills | No. of mills which re- mained closed dur- ing the month | No. of mills which worked | | |
|-------------------|-----------------------|--|---------------------------|----------|----------|
| | | | 1 shift | 2 shifts | 3 shifts |
| Bombay | 177 | 9 | 9 | 96 | 63 |
| Kutch | 1 | — | 1 | — | — |
| Saurashtra | 10 | 1 | — | 3 | 1 |
| Rajasthan | 6 | 2 | — | 4 | 3 |
| Ajmer | 4 | — | — | 1 | 2 |
| Delhi | 3 | — | 1 | — | 2 |
| Punjab | 3 | — | 3 | 10 | 2 |
| Madhya Bharat. | 16 | 1 | — | — | 1 |
| Bhopal | 1 | — | — | — | — |
| Madhya Pradesh | 11 | 1 | 2 | 8 | 11 |
| Uttar Pradesh | 22 | 6 | 2 | 3 | — |
| Bihar | 2 | — | 1 | 1 | 9 |
| West Bengal | 16 | 2 | 2 | 3 | 3 |
| Hyderabad | 6 | — | — | 32 | 33 |
| Madras | 71 | 1 | 5 | 4 | 3 |
| Mysore | 7 | — | — | 3 | 3 |
| Travancore-Cochin | 7 | 1 | — | — | 1 |
| Orissa | 1 | — | — | — | — |
| Total | 364 | 24 | 26 | 179 | 135 |

Source.—Ministry of Commerce and Industry, Govt. of India.

* Relates to the first thirteen days only in the case of Bombay City.

† Figures for 63 mills in Bombay City are not included on account of the general strike.

Wages and Earnings

[The object in giving these tables is to publish up-to-date information on the total wage bills and average earnings, in respect of each of the States as and when it is available without waiting for the returns from the other States. Table I covers all factories other than Railway workshops as the latter are included in similar statistics for Railways. Table II excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gins and Presses which are mostly seasonal as information on annual earnings in seasonal factories is not comparable with that for the perennial factories.]

TABLE I
WAGES PAID TO FACTORY WORKERS*
(*In thousands of rupees*)

| State | 1939 | 1945 | 1946 | 1947 | 1948 | 1949† |
|----------------|-----------|----------|----------|---------|---------|-----------|
| Ajmer | 1,049 | 2,878 | 3,167 | 3,186 | 3,971 | \$ 21,089 |
| Assam | 5,649 | 10,585 | 10,684 | 13,660 | 17,022 | |
| Bihar | 29,375 | 58,142 | 59,259 | 82,920 | 112,171 | 127,718 |
| Bombay | 144,967 | 524,903 | 486,655 | 591,839 | 713,024 | 844,056 |
| Coorg | \$ 6 | 6 | 6 | 15 | 8 | 11 |
| Delhi | 5,145 | 24,412 | 25,971 | 26,078 | 36,426 | 41,154 |
| Madhya Pradesh | \$ 33,353 | 26,279 | 42,714 | 47,010 | 61,061 | |
| Madras | 24,622 | 78,147 | 88,823 | 123,439 | 136,153 | 180,039 |
| Orissa | 515 | 2,049 | 1,929 | 3,027 | 4,449 | 4,554 |
| Punjab | 3,829‡ | 18,640‡ | 17,857‡ | 14,454 | 20,282 | 26,703 |
| Uttar Pradesh | 25,485 | 124,911 | 119,904 | 133,432 | 174,352 | 198,685 |
| West Bengal | 113,424‡ | 282,735‡ | 267,307‡ | 337,875 | 432,025 | \$ |

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

‡ Estimated.

§ Not available.

Revised.

TABLE II
AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS*
(*Perennial Industries only*)

| State | 1939 | 1945 | 1946 | 1947 | 1948 | 1949† |
|----------------|----------|-------|--------|-------|--------|----------|
| | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| Ajmer | 163·7 | 419·8 | 447·8 | 445·3 | 527·2 | \$ 951·1 |
| Assam | 263·7 | 660·5 | 687·5 | 755·5 | 795·8 | |
| Bihar | 415·5 | 538·7 | 544·0 | 819·8 | 1087·1 | 1034·7 |
| Bombay | 370·4 | 814·7 | 812·3 | 977·9 | 1141·9 | 1209·5 |
| Delhi | 309·4 | 699·9 | 837·2 | 877·7 | 1047·3 | 1070·5 |
| Madhya Pradesh | \$ 530·6 | 479·7 | 572·3 | 609·2 | 842·9 | |
| Madras | 175·9 | 357·6 | 422·2 | 560·3 | 611·8 | 726·6 |
| Orissa | 161·8 | 417·2 | 440·1 | 493·6 | 612·6 | 524·5 |
| Punjab | 296·0 | 578·8 | 602·0‡ | 628·2 | 675·9 | 873·9 |
| Uttar Pradesh | 235·6 | 551·7 | 593·6 | 672·8 | 887·1 | 993·0 |
| West Bengal | 248·7 | 465·5 | 496·3 | 567·7 | 723·9 | \$ |

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

‡ Estimated.

§ Not available.

|| The averages for the years 1939, 1945 and 1946 relate to the pre-partition provinces of Assam, Punjab and Bengal respectively.

Revised.

Source.—Annual Reports on the Working of the Payment of Wages Act.

MINIMUM WAGES IN THE COTTON MILL INDUSTRY

| Month 1 | Bombay 2 | Ahmedabad 3 | Sholapur 4 | Baroda 5 |
|--|------------------|------------------|------------------|------------------|
| MINIMUM BASIC WAGES DEARNESS ALLOWANCE— | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. |
| 1950 | 30 0 0 | 28 0 0 | 26 0 0 | 26 0 0 |
| January | 52 4 0 | 68 13 6 | 52 10 10 | 61 15 4 |
| February | 52 8 0 | 67 11 0 | 53 7 10 | 60 14 8 |
| March | 51 7 0 | 63 13 6 | 53 7 10 | 57 7 4 |
| April | 50 11 0 | 68 1 0 | 51 2 0 | 61 4 1 |
| May | 52 0 0 | 71 14 9 | 51 5 2 | 64 11 8 |
| June | 53 4 0 | 74 0 0 | 50 1 8 | 67 2 5 |
| July | 53 4 0 | 73 13 6 | 51 0 10 | 66 7 4 |
| August | 57 3 0 | 73 13 6 | 51 5 2 | 66 7 4 |
| September | 55 13 0 | 73 13 6 | 52 4 4 | 66 7 4 |
| October | 56 1 0 | 76 2 3 | 51 11 8 | 68 8 5 |
| November | 55 1 0 | 76 2 3 | 49 13 4 | 68 8 5 |
| December | 53 4 0 | 68 1 0 | 49 6 10 | 61 4 1 |
| 1951 | 52 12 0 | 64 9 0 | 52 15 2 | 58 2 5 |
| January | 50 9 0 | 62 4 0 | — | 56 1 1 |

| Month | Indore 6 | Nagpur 7 | Madras 8 | Kanpur 9 |
|--|------------------|------------------|------------------|------------------|
| MINIMUM BASIC WAGES DEARNESS ALLOWANCE— | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. |
| 1950 | 26 0 0 | 26 0 0 | 26 0 0 | 30 0 0 |
| January | 47 7 0 | 41 11 4 | 42 0 0 | 53 7 0 |
| February | 47 7 0 | 41 0 6 | 41 7 0 | 52 3 0 |
| March | 47 7 0 | 40 3 6 | 42 0 0 | 52 8 0 |
| April | 47 4 0 | 39 10 10 | 42 3 0 | 52 8 0 |
| May | 47 4 0 | 39 10 10 | 41 4 0 | 51 9 0 |
| June | 47 4 0 | 39 10 10 | 41 7 0 | 52 0 6 |
| July | 48 6 0 | 39 15 2 | 41 13 0 | 53 7 0 |
| August | 48 6 0 | 40 3 6 | 42 6 0 | 54 8 6 |
| September | 48 6 0 | 40 7 10 | 42 0 0 | 55 5 0 |
| October | 49 2 0 | 41 0 6 | 42 12 0 | 55 7 6 |
| November | 49 2 0 | 41 7 0 | 43 2 0 | 55 12 6 |
| December | 49 2 0 | 41 7 8 | 42 6 0 | 55 5 0 |
| 1951 | 45 15 0 | 41 4 10 | 42 0 0 | — |
| January | 45 15 0 | 41 4 10 | 42 6 0 | — |
| February | 45 15 0 | 41 4 10 | 42 6 0 | — |

Note:— In the cotton mill industry in West Bengal the basic minimum wage is Rs. 20.2.5 p.m. Dear allowance is paid at a flat rate of Rs. 30 p.m.

Industrial Disputes

INDUSTRIAL DISPUTES IN INDIA SINCE 1939

| Year/Month | No. of disputes* | | No. of workers involved in disputes† | | No. of man-days lost during the period |
|------------|----------------------------|-----------------------------|--------------------------------------|-----------------------------|--|
| | Starting during the period | In effect during the period | Starting during the period | In effect during the period | |
| 1939 | — | 406 | — | 409,189 | 4,992,705 |
| 1940 | — | 322 | — | 452,538 | 7,577,281 |
| 1941 | — | 359 | — | 291,054 | 3,330,503 |
| 1942 | — | 694 | — | 772,653 | 5,779,965 |
| 1943 | — | 716 | — | 525,088 | 2,342,287 |
| 1944 | — | 658 | — | 550,015 | 3,447,306 |
| 1945 | — | 820 | — | 747,530 | 4,054,499 |
| 1946 | — | 1,629 | — | 1,961,948 | 12,717,762 |
| 1947 | — | 1,811 | — | 1,840,784 | 16,562,666 |
| 1948 | — | 1,259 | — | 1,059,120 | 7,837,173 |
| 1949 | — | 920 | — | 685,457 | 6,600,595 |
| December | 66 | 84 | 41,761 | 57,083 | 435,839 |
| 1950¶ | 77 | 101 | 60,647 | 76,169 | 231,695 |
| January | 68 | 88 | 36,579 | 46,546 | 337,803 |
| February | 62 | 84 | 27,781 | 49,699 | 488,755 |
| March | 78 | 96 | 37,299 | 50,295 | 329,555 |
| April | 92 | 111 | 66,056 | 74,337 | 313,451 |
| May | 60 | 83 | 31,510 | 45,715 | 322,946 |
| June | 42 | 56 | 14,794 | 21,188 | 134,911 |
| July | 60 | 75 | 235,817 | 240,289 | 2,946,936 |
| August‡ | 54 | 70 | 39,333 | 249,202 | 4,950,032 |
| September‡ | 65 | 79 | 64,698 | 288,127 | 2,264,248 |
| October‡ | 77 | 83 | 51,302 | 56,736 | 313,837 |
| November‡ | 57 | 67 | 36,093 | 40,761§ | 160,418§ |

* Disputes resulting in work-stoppages involving 10 workers or more.

† Includes workers indirectly involved also.

‡ Revised, yet provisional.

§ Not known in 3 cas's.

¶ Provisional.

INDUSTRIAL DISPUTES IN INDIA DURING DECEMBER, 1950

TABLE I

Classification of Industrial Disputes by States

| State | No. of disputes | No. of workers involved | No. of man-days lost during the month |
|----------------|-----------------|-------------------------|---------------------------------------|
| Ajmer | 1 | 264 | 309 |
| Assam | — | — | — |
| Bihar | 3 | 495 | 4,629 |
| Bombay | 27 | 10,931 | 24,893 |
| Delhi | — | — | — |
| Madhya Pradesh | 6 | 3,311 | 17,103 |
| Madras | 6 | 7,023 | 8,357 |
| Orissa | — | — | — |
| Punjab | 3 | 87 | 210 |
| Uttar Pradesh | 6 | 9,242† | 26,130† |
| West Bengal | 15 | 9,408† | 78,787† |
| Total | 67 | 40,761* | 160,418* |

* Not known in 3 cases.

† Not known in 1 case.

‡ Not known in 2 cases.

TABLE II

Classification of Industrial Disputes by Industries

| Industry | No. of disputes | No. of workers involved | No. of man-days lost during the month |
|-----------------------|-----------------|-------------------------|---------------------------------------|
| Textiles— | | | |
| Cotton | 16 | 17,533* | 40,590* |
| Jute | 1 | 4,000 | 44,000 |
| Others | 10 | 1,469 | 5,163 |
| Engineering | 7 | 3,771 | 4,673 |
| Minerals & Metals— | | | |
| Iron & Steel | — | — | — |
| Others | 1 | 29 | 29 |
| Food, Drink & Tobacco | 5 | 1,094 | 10,081 |
| Chemicals & Dyes | 1 | 727 | 4,362 |
| Wood, Stone & Glass | 3 | 3,580 | 24,266 |
| Paper & Printing | 1 | Not known | Not known |
| Skins & Hides | — | — | — |
| Gins and Presses | — | — | — |
| Mines— | | | |
| Coal | 6 | 1,025 | 8,054 |
| Others | — | — | — |
| Transport— | | | |
| Railways | 1 | 275 | 1,925 |
| Others | 1 | 749 | 655 |
| Docks & Ports | 3 | 1,126* | 3,126* |
| Plantations | — | — | — |
| Municipalities | 1 | 17 | 85 |
| Miscellaneous | 10 | 4,466 | 13,409 |
| Total | 67 | 40,761† | 160,418† |

* Not known in 1 case.

† Not known in 3 cases.

TABLE III
Classification of Industrial Disputes by Causes

| Cause | No. of disputes | No. of workers involved | No. of man-days lost during the month |
|-------------------------|-----------------|-------------------------|---------------------------------------|
| Wages and allowances | 19 | 4,993 | 15,175 |
| Bonus | 14 | 5,327 | 17,342 |
| Personnel | 10 | 8,517 | 37,915 |
| Retrenchment | 1 | 142 | 1,136 |
| Leave and hours of work | 1 | 60 | 60 |
| Others | 22 | 21,722 | 88,790 |
| Not known | — | — | — |
| Total | 67 | 40,761 | 160,418 |

TABLE IV
Classification of Industrial Disputes by Results

| Result | No. of disputes | No. of workers involved | No. of man-days lost during the month |
|----------------------|-----------------|-------------------------|---------------------------------------|
| Successful | 10 | 9,747 | 11,962 |
| Partially successful | 7 | 2,184 | 8,522 |
| Unsuccessful | 19 | 11,158 | 45,560 |
| Indefinite | 12 | 6,048 | 10,508 |
| In progress | 17 | 10,623 | 80,863 |
| Not known | 2 | 1,001 | 3,003 |
| Total | 67 | 40,761 | 160,418 |

TABLE V
Classification of Industrial Disputes by Duration

| Duration | No. of disputes |
|---|-----------------|
| A day or less | 16 |
| More than a day up to 5 days | 19 |
| More than 5 days up to 10 days | 7 |
| More than 10 days up to 20 days | 4 |
| More than 20 days up to 30 days | 4 |
| More than 30 days | — |

N.B.—There were 17 disputes in progress at the end of the month.

TABLE VI
Classification of Industrial Disputes by number of Workers involved

| No. of workers involved | No. of disputes |
|--|-----------------|
| 10 or more but less than 100 | 28 |
| 100 or more but less than 500 | 15 |
| 500 or more but less than 1,000 | 7 |
| 1,000 or more but less than 10,000 | 14 |
| 10,000 or more | — |

N.B.—Particulars are not known in 3 cases.

TABLE VII
Classification of Industrial Disputes by number of Man-days lost

| Man-days lost during the month | No. of disputes |
|---|-----------------|
| Less than 100 | 14 |
| 100 or more but less than 1,000 | 24 |
| 1,000 or more but less than 10,000 | 23 |
| 10,000 or more but less than 50,000 | 3 |
| 50,000 or more | — |

N.B.—Particulars are not known in 3 cases.

Cost of Living

WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA
(Base shifted to August, 1939=100)

| State | BOMBAY | | | | UTTAR PRADESH | MADHYA PRADESH | MADRAS |
|-------------------------|--------------------------------|----------------------------------|--|-----------------|-----------------|-----------------|--------------------------------|
| Town | Bombay | Ahmedabad | Sholapur | Jalgaon | Kanpur | Nagpur | Madras |
| Original base (=100) | July, 1933 to June, 1934 | August, 1926 to July, 1927 | February, 1927 to January, 1928 | August, 1939 | August, 1939 | August, 1939 | July, 1935 to June, 1936 |
| <i>Cost of Living</i> | | | | | | | |
| 1939 (Aug.—Dec.) | 103 | 107 | 105 | — | 105 | 104 | 106 |
| 1940 | 107 | 108 | 104 | 109 | 111 | 110 | 109 |
| 1941 | 118 | 119 | 115 | 123 | 123 | 119 | 114 |
| 1942 | 150 | 156 | 155 | 180 | 181 | 165 | 136 |
| 1943 | 219 | 282 | 252 | 284 | 306 | 299 | 180 |
| 1944 | 226 | 290 | 276 | 295 | 314 | 267 | 207 |
| 1945 | 224 | 272 | 275 | 291 | 308 | 259 | 228 |
| 1946 | 246 | 286 | 290 | 326 | 328 | 285 | 240 |
| 1947 | 265 | 300 | 340 | 369 | 378 | 320 | 277 |
| 1948 | 288 | 333 | 400 | 440 | 471 | 372 | 315 |
| 1949 | 292 | 339 | 410 | 425 | 478 | 377 | 330 |
| December | 203 | 341 | 404 | 432 | 432 | 366 | 334 |
| 1950 January | 294 | 327 | 404 | 425 | 424 | 366 | 328 |
| February | 290 | 342 | 408 | 421 | 426 | 366 | 334 |
| March | 288 | 356 | 408 | 418 | 426 | 366 | 332 |
| April | 292 | 366 | 412 | 422 | 420 | 367 | 327 |
| May | 297 | 363 | 396 | 421 | 423 | 370 | 328 |
| June | 297 | 363 | 389 | 424 | 432 | 372 | 330 |
| July | 304 | 363 | 395 | 436 | 439 | 375 | 333 |
| August | 307 | 371 | 396 | 446 | 444 | 377 | 334 |
| September | 308 | 371 | 401 | 417 | 445 | 378 | 335 |
| October | 304 | 342 | 399 | 421 | 447 | 378 | 337 |
| November | 297 | 330 | 388 | 428 | 444 | 376 | 333 |
| December | 295 | 322 | 385 | 415 | 435 | 376 | 333 |
| <i>Food</i> | | | | | | | |
| 1939 (Aug.—Dec.) | 105 | 109 | 109 | — | 106 | 103 | 100 |
| 1940 | 112 | 111 | 106 | 111 | 112 | 106 | 114 |
| 1941 | 125 | 120 | 118 | 123 | 122 | 117 | 117 |
| 1942 | 161 | 169 | 157 | 186 | 181 | 163 | 151 |
| 1943 | 225 | 325 | 288 | 302 | 319 | 299 | 218 |
| 1944 | 235 | 326 | 297 | 303 | 331 | 263 | 257 |
| 1945 | 242 | 303 | 291 | 299 | 326 | 251 | 274 |
| 1946 | 283 | 337 | 319 | 350 | 364 | 282 | 293 |
| 1947 | 307 | 360 | 387 | 417 | 424 | 320 | 324 |
| 1948 | 311 | 374 | 421 | 490 | 514 | 379 | 360 |
| 1949 | 327 | 392 | 429 | 462 | 538 | 384 | 382 |
| December | 335 | 397 | 438 | 470 | 465 | 374 | 388 |
| 1950 January | 338 | 377 | 441 | 458 | 453 | 374 | 377 |
| February | 329 | 403 | 446 | 448 | 458 | 374 | 385 |
| March | 322 | 426 | 444 | 443 | 462 | 373 | 379 |
| April | 330 | 445 | 451 | 448 | 458 | 375 | 371 |
| May | 339 | 440 | 425 | 449 | 461 | 370 | 371 |
| June | 339 | 442 | 416 | 464 | 464 | 382 | 375 |
| July | 350 | 442 | 428 | 485 | 472 | 326 | 381 |
| August | 355 | 455 | 434 | 499 | 481 | 389 | 384 |
| September | 356 | 454 | 446 | 453 | 486 | 390 | 385 |
| October | 350 | 405 | 440 | 457 | 491 | 390 | 388 |
| November | 337 | 382 | 422 | 431 | 489 | 387 | 381 |
| December | 333 | 366 | 415 | 438 | 475 | 386 | 378 |

Source.—State Governments.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—contd.

| Months | COCHIN | | | | MYSORE | | | | HYDERABAD | |
|-----------|--------------------------|-------------|-------------|-------------|--|-------------|-------------|-------------|---|-------------------|
| | (Base: August, 1939=100) | | | | (Base: July, 1935 to June, 1936 = 100) | | | | (Base August, 1943 to July, 1944 = 100) | |
| | Ernakulam | | Trichur | | Bangalore | | Mysore | | Kolar Gold Fields | Hyderabad City |
| | 1949- 50 | 1950- 51 | 1949- 50 | 1950- 51 | 1949- 50 | 1950- 51 | 1949- 50 | 1950- 51 | 1949- 50 | 1950- 51 |
| April | 370 | 366 | 362 | 359 | 297 | 307 | 297 | 300 | 314 | 318 |
| May | 368 | 368 | 369 | 360 | 300 | 311 | 301 | 308 | 311 | 319 |
| June | 356 | 368 | 350 | 360 | 302 | 311 | 304 | 311 | 309 | 325 |
| July | 361 | 370 | 352 | 362 | 303 | 319 | 302 | 315 | 314 | 334 |
| August | 366 | 374 | 357 | 364 | 302 | 328 | 301 | 318 | 315 | 347 |
| September | 367 | 375 | 359 | 366 | 296 | 329 | 306 | 321 | 318 | 350 |
| October | 366 | 376 | 357 | 367 | 300 | 333 | 306 | 323 | 319 | 353 |
| November | 365 | 375 | 357 | 366 | 305 | 330 | 308 | 315 | 324 | 342 |
| December | 367 | 380 | 359 | 371 | 305 | 326 | 305 | 327 | 335 | 344 |
| January | 369 | — | 359 | — | 302 | — | 306 | — | 330 | — |
| February | 370 | — | 360 | — | 302 | — | 304 | — | 320 | — |
| March | 367 | — | 358 | — | 302 | — | 302 | — | 317 | — |
| | | | | | | | | | | |

Source.—State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS FOR DECEMBER, 1950

The working class cost of living index numbers for 15 selected centres in India are given in the following tables. These measure the average changes, as compared to the year 1944, in the retail prices of goods and services which entered into the working class expenditure as compared to the year 1943-45 in these centres.

A detailed analysis for each centre is given below :

Delhi

The cost of living index number declined by 4 points to 129 reflecting a fall in the prices of milk and potatoes in the food group and firewood in the fuel and lighting group.

Ajmer

The index number receded by 2 points to 165. The effect of a rise in the prices of wheat was more than counterbalanced by a fall in the prices of milk, potatoes and sugar. The prices of firewood and some of the clothing articles, e.g., coating, shirting and *pyjama* cloth recorded an increase.

Dehri-on-Sone

The index number declined by 23 points to 195. There was an appreciable reduction in the prices of rice, potatoes and onions in the food group. The prices of some of the clothing articles, however, appreciated.

Cuttack

The index number receded by 2 points to 166. A major part of this recession was accounted for by a fall in the prices of potato, arum and *gur* in the food group.

Berhampur

The index number appreciated by 8 points to 186. There was a rise in the prices of rice, brinjal and plantain in the food group, firewood in the fuel and lighting group and *dhoti*, *saree* and napkin in the clothing group.

Gauhati

There was a fractional recession in the index number which stood at 127. The effect of a fall in the price of tobacco in the miscellaneous group was offset by a rise in the prices of shirting and *saree* in the clothing group.

Silchar

There was a fall of 11 points in the index number which stood at 145. This fall was mainly accounted for by the lower quotations for rice and fish in the food group.

Tinsukia

The index number remained stationary at 111. There was a fall in the price of washing soap in the miscellaneous group.

Ludhiana

The index number advanced by 3 points to 170. Higher quotations for wheat and gram *dal* in the food group and a general rise in the prices of clothing articles were responsible for the rise in the index.

Akola

The index number declined by 7 points to 167. There was an appreciable recession in the prices of *Juar* and *gur* in the food group.

Jubbulpore

The index number appreciated by 10 points and stood at 168. This rise was mainly due to higher quotations for rice and wheat in the food group. There was, however, a fall in the prices of chillies and potatoes.

Kharagpur

The index number receded by 1 point to 136. A fall in the prices of brinjal, potatoes and chillies in the food group and a general rise in the prices of clothing articles were the main features of price trends during the month under review.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

| | Delhi | Ajmer | Jamshedpur | Jharia | Dehri-on-Sone | Monghyr and Jamalpur | Cuttack | Berhampur | Gauhati | Silchar | Tinsukia | Ludhiana | Akola | Jubbulpore | Kharagpur |
|------------|-------|-------|------------|--------|---------------|----------------------|---------|-----------|---------|---------|----------|----------|-------|------------|-----------|
| 1945 | 103 | 110 | 100 | 97 | 106 | 105 | 102 | 101 | 90 | 92 | 94 | 105 | 98 | 95 | 97 |
| 1946 | 107 | 118 | 103 | 122 | 131 | 132 | 106 | 111 | 86 | 96 | 83 | 119 | 107 | 101 | 100 |
| 1947 | 122 | 152 | 123 | 139 | 158 | 153 | 117 | 126 | 97 | 110 | 93 | 142 | 139 | 123 | 111 |
| 1948 | 132 | 162 | 136 | 153 | 171 | 166 | 134 | 145 | 117 | 132 | 109 | 168 | 156 | 146 | 132 |
| 1949 | 132 | 161 | 138 | 159 | 170 | 171 | 147 | 154 | 128 | 138 | 110 | 164 | 168 | 151 | 137 |
| 1949 | | | | | | | | | | | | | | | |
| December | 133 | 168 | 138 | 163 | 165 | 163 | 158 | 151 | 124 | 132 | 113 | 163 | 161 | 146 | 134 |
| 1950 | | | | | | | | | | | | | | | |
| January | 130 | 166 | 135 | 160 | 162 | 183 | 158 | 147 | 122 | 123 | 114 | 160 | 156 | 143 | 134 |
| February | 130 | 174 | 134 | 162 | 172 | 186 | 161 | 147 | 122 | 129 | 116 | 161 | 155 | 143 | 133 |
| March | 130 | 169 | 132 | 168 | 172 | 182 | 160 | 150 | 122 | 136 | 118 | 162 | 157 | 151 | 136 |
| April | 129 | 167 | 134 | 169 | 173 | 181 | 159 | 151 | 122 | 140 | 116 | 162 | 154 | 153 | 136 |
| May | 131 | 169 | 136 | 170 | 171 | 182 | 160 | 151 | 124 | 151 | 113 | 162 | 155 | 161 | 137 |
| June | 133 | 165 | 137 | 175 | 173 | 185 | 162 | 152 | 126 | 145 | 114 | 162 | 158 | 162 | 139 |
| July | 136 | 168 | 141 | 188 | 183 | 183 | 163 | 158 | 128 | 147 | 113 | 165 | 165 | 155 | 140 |
| August | 136 | 168 | 159 | 209 | 192 | 201 | 164 | 171 | 128 | 157 | 113 | 169 | 167 | 164 | 141 |
| Septem-ber | 134 | 168 | 162 | 207 | 196 | 202 | 168 | 174 | 128 | 162 | 112 | 168 | 166 | 161 | 138 |
| October | 134 | 172 | 157 | 215 | 216 | 206* | 168 | 175 | 131 | 160 | 111 | 168 | 168 | 155 | 141 |
| November | 133 | 167 | 166* | 187* | 218 | 211* | 168 | 178 | 128 | 166 | 111 | 167 | 174 | 158 | 137 |
| December | 129 | 165 | 157* | 177* | 195 | 194* | 166 | 186 | 127 | 145 | 111 | 170 | 167 | 168 | 136 |

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

DELHI

| | Food | Fuel and | House Rent | Clothing, Bedding and Footwear | Miscel- laneous | All Items |
|---------------------|------|---------------|---------------|---|--------------------|--------------|
| | | Light- ing | | 10·8 | 13·0 | 100·0 |
| Weights | 61·0 | 8·8 | 6·4 | 10·8 | 13·0 | 100·0 |
| 1945 | 103 | 104 | 100 | 99 | 110 | 103 |
| 1946 | 108 | 107 | 100 | 100 | 118 | 107 |
| 1947 | 124 | 114 | 100 | 111 | 135 | 122 |
| 1948 | 125 | 172 | 100 | 138 | 151 | 132 |
| 1949 | 126 | 181 | 100 | 125 | 148 | 132 |
| 1949 | | | | | | |
| December | 128 | 172 | 100 | 136 | 148 | 133 |
| 1950 | | | | | | |
| January | 122 | 172 | 100 | 136 | 147 | 130 |
| February | 122 | 175 | 100 | 137 | 147 | 130 |
| March | 122 | 174 | 100 | 137 | 144 | 130 |
| April | 121 | 172 | 100 | 138 | 143 | 129 |
| May | 123 | 172 | 100 | 130 | 147 | 131 |
| June | 127 | 172 | 100 | 139 | 147 | 133 |
| July | 131 | 180 | 100 | 130 | 148 | 136 |
| August | 132 | 173 | 100 | 138 | 146 | 136 |
| September | 130 | 162 | 100 | 136 | 146 | 134 |
| October | 131 | 161 | 100 | 137 | 146 | 134 |
| November | 130 | 157 | 100 | 138 | 146 | 133 |
| December | 124 | 150 | 100 | 140 | 147 | 129 |

ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE
PRE-WAR BASE : AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944.

The Chief Commissioner, Delhi has obtained the prices of the items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weights' adjusted to August, 1939 prices. This index worked out to an average figure of 260·8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of December, 1950 on the pre-war base viz., August 1939, may be estimated to be 338.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

AJMER

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 63·7 | 8·2 | 3·0 | 8·2 | 16·9 | 100·0 |
| 1945 | 105 | 110 | 100 | 122 | 122 | 110 |
| 1946 | 111 | 110 | 100 | 155 | 135 | 118 |
| 1947 | 147 | 151 | 100 | 178 | 171 | 152 |
| 1948 | 155 | 166 | 100 | 201 | 176 | 162 |
| 1949 | 159 | 165 | 100 | 183 | 164 | 161 |
| 1949 | | | | | | |
| December | 173 | 150 | 100 | 185 | 164 | 168 |
| 1950 | | | | | | |
| January | 167 | 157 | 100 | 189 | 163 | 166 |
| February | 180 | 157 | 100 | 189 | 163 | 174 |
| March | 174 | 147 | 100 | 180 | 163 | 169 |
| April | 172 | 144 | 100 | 188 | 160 | 167 |
| May | 175 | 140 | 100 | 188 | 159 | 169 |
| June | 169 | 137 | 100 | 194 | 159 | 165 |
| July | 173 | 136 | 100 | 203 | 161 | 168 |
| August | 173 | 136 | 100 | 201 | 162 | 168 |
| September | 173 | 136 | 100 | 200 | 162 | 168 |
| October | 179 | 136 | 100 | 203 | 161 | 172 |
| November | 169 | 143 | 100 | 209 | 161 | 167 |
| December | 165 | 146 | 100 | 219 | 161 | 165 |

JAMSHEDPUR

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 65·8 | 5·4 | 4·7 | 10·2 | 13·9 | 100·0 |
| 1945 | 102 | 100 | 100 | 78 | 106 | 100 |
| 1946 | 106 | 105 | 100 | 76 | 109 | 103 |
| 1947 | 130 | 120 | 100 | 33 | 129 | 123 |
| 1948 | 138 | 154 | 100 | 132 | 133 | 136 |
| 1949 | 139 | 166 | 100 | 118 | 149 | 138 |
| 1949 | | | | | | |
| December | 140 | 162 | 100 | 110 | 153 | 138 |
| 1950 | | | | | | |
| January | 136 | 159 | 100 | 114 | 161 | 135 |
| February | 132 | 155 | 100 | 125 | 161 | 134 |
| March | 131 | 155 | 100 | 122 | 151 | 132 |
| April | 133 | 155 | 100 | 126 | 151 | 134 |
| May | 135 | 155 | 100 | 129 | 152 | 136 |
| June | 135 | 155 | 100 | 135 | 152 | 137 |
| July | 139 | 172 | 100 | 135 | 158 | 141 |
| August | 163 | 186 | 100 | 131 | 168 | 159 |
| September | 166 | 191 | 100 | 134 | 172 | 162 |
| October | 159 | 191 | 100 | 138 | 171 | 157 |
| November* | 156 | 191 | 100 | 146 | 169 | 156 |
| December* | 156 | 192 | 100 | 152 | 172 | 157 |

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

JHARIA

| | Food | Fuel and Lighting | Clothing, Bedding and Footwear | Miscel- laneous | All Items |
|-----------|------|-------------------|---|--------------------|-----------|
| | | | 6.7 | | 100.0 |
| Weights | 77.7 | 0.5 | | | |
| 1945 | 98 | 94 | 81 | 102 | 97 |
| 1946 | 128 | 96 | 76 | 108 | 122 |
| 1947 | 145 | 104 | 78 | 138 | 139 |
| 1948 | 151 | 145 | 123 | 177 | 153 |
| 1949 | 159 | 128 | 108 | 183 | 159 |
| 1949 | | | | | |
| December | 164 | 122 | 116 | 181 | 163 |
| 1950 | | | | | |
| January | 160 | 116 | 114 | 181 | 160 |
| February | 163 | 114 | 110 | 185 | 162 |
| March | 170 | 116 | 110 | 182 | 168 |
| April | 172 | 116 | 117 | 178 | 169 |
| May | 173 | 116 | 117 | 178 | 170 |
| June | 180 | 116 | 117 | 178 | 175 |
| July | 197 | 116 | 118 | 178 | 188 |
| August | 223 | 116 | 118 | 178 | 209 |
| September | 221 | 116 | 118 | 178 | 207 |
| October | 232 | 116 | 118 | 179 | 215 |
| November* | 195 | 100 | 106 | 182 | 187 |
| December* | 182 | 100 | 106 | 182 | 177 |

DEHRI-ON-SONE

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscel- laneous | All Items |
|-----------|------|-------------------|------------|---|--------------------|-----------|
| | | | | 13.5 | | 100.0 |
| Weights | 69.6 | 4.6 | 2.0 | | | |
| 1945 | 106 | 109 | 100 | 94 | 118 | 106 |
| 1946 | 140 | 120 | 100 | 96 | 129 | 131 |
| 1947 | 173 | 129 | 100 | 108 | 150 | 158 |
| 1948 | 180 | 126 | 100 | 148 | 171 | 171 |
| 1949 | 180 | 147 | 100 | 131 | 183 | 170 |
| 1949 | | | | | | |
| December | 171 | 159 | 100 | 138 | 176 | 165 |
| 1950 | | | | | | |
| January | 167 | 159 | 100 | 138 | 173 | 162 |
| February | 181 | 160 | 100 | 137 | 172 | 172 |
| March | 181 | 162 | 122 | 137 | 172 | 172 |
| April | 183 | 162 | 100 | 134 | 172 | 173 |
| May | 180 | 163 | 100 | 133 | 173 | 171 |
| June | 183 | 166 | 100 | 138 | 173 | 173 |
| July | 183 | 167 | 100 | 134 | 181 | 183 |
| August | 196 | 166 | 100 | 142 | 182 | 198 |
| September | 207 | 166 | 100 | 141 | 182 | 196 |
| October | 213 | 165 | 100 | 139 | 182 | 216 |
| November | 243 | 165 | 100 | 130 | 182 | 218 |
| December | 248 | 164 | 100 | 141 | 182 | 195 |
| | 212 | 164 | 100 | | | |

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

MONGHYR AND JAMALPUR

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 69.8 | 5.6 | 1.7 | 10.7 | 12.2 | 100.0 |
| 1945 | 107 | 103 | 100 | 90 | 106 | 105 |
| 1946 | 142 | 106 | 100 | 106 | 109 | 132 |
| 1947 | 170 | 114 | 100 | 100 | 124 | 153 |
| 1948 | 178 | 148 | 100 | 147 | 135 | 168 |
| 1949 | 189 | 131 | 100 | 129 | 131 | 171 |
| 1949 | | | | | | |
| December | 178 | 134 | 100 | 128 | 132 | 163 |
| 1950 | | | | | | |
| January | 211 | 131 | 100 | 141 | 141 | 188 |
| February | 207 | 131 | 100 | 141 | 141 | 186 |
| March | 202 | 131 | 100 | 141 | 135 | 182 |
| April | 200 | 128 | 100 | 141 | 139 | 181 |
| May | 198 | 123 | 100 | 159 | 148 | 182 |
| June | 202 | 124 | 100 | 154 | 152 | 185 |
| July | 224 | 138 | 100 | 179 | 150 | 203 |
| August | 224 | 127 | 100 | 168 | 146 | 201 |
| September | 226 | 128 | 100 | 164 | 149 | 202 |
| October* | 234 | 118 | 100 | 157 | 142 | 206 |
| November* | 242 | 115 | 100 | 161 | 141 | 211 |
| December* | 218 | 114 | 100 | 165 | 135 | 194 |

* Provisional

CUTTACK

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 67.1 | 8.9 | 3.0 | 8.1 | 12.9 | 100.0 |
| 1945 | 98 | 114 | 100 | 105 | 112 | 102 |
| 1946 | 105 | 109 | 100 | 104 | 112 | 108 |
| 1947 | 120 | 110 | 100 | 110 | 114 | 117 |
| 1948 | 137 | 124 | 100 | 127 | 136 | 134 |
| 1949 | 153 | 140 | 100 | 130 | 143 | 147 |
| 1949 | | | | | | |
| December | 169 | 141 | 100 | 136 | 142 | 158 |
| 1950 | | | | | | |
| January | 166 | 141 | 100 | 136 | 151 | 158 |
| February | 169 | 141 | 100 | 136 | 161 | 161 |
| March | 166 | 141 | 100 | 136 | 173 | 160 |
| April | 166 | 141 | 100 | 136 | 162 | 159 |
| May | 166 | 141 | 100 | 136 | 163 | 160 |
| June | 171 | 141 | 100 | 136 | 157 | 162 |
| July | 171 | 141 | 100 | 136 | 170 | 163 |
| August | 171 | 141 | 100 | 136 | 173 | 164 |
| September | 176 | 141 | 100 | 141 | 173 | 168 |
| October | 177 | 141 | 100 | 142 | 173 | 168 |
| November | 178 | 141 | 100 | 142 | 173 | 168 |
| December | 175 | 141 | 100 | 142 | 172 | 165 |

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

BERHAMPUR

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscel- laneous | All Items |
|---------------------|------|-------------------------|---------------|---|--------------------|--------------|
| Weights | 62.4 | 7.5 | 3.3 | 11.0 | 15.8 | 100.0 |
| 1945 | 98 | 105 | 100 | 121 | 95 | 101 |
| 1946 | 107 | 135 | 100 | 123 | 110 | 111 |
| 1947 | 123 | 162 | 100 | 139 | 115 | 126 |
| 1948 | 151 | 162 | 100 | 135 | 130 | 145 |
| 1949 | 166 | 155 | 100 | 128 | 140 | 154 |
| 1949 | | | | | | |
| December | 164 | 147 | 100 | 116 | 138 | 151 |
| 1950 | | | | | | |
| January | 158 | 137 | 100 | 113 | 142 | 147 |
| February | 156 | 137 | 100 | 119 | 145 | 147 |
| March | 158 | 147 | 100 | 125 | 146 | 150 |
| April | 159 | 147 | 100 | 125 | 149 | 151 |
| May | 159 | 147 | 100 | 127 | 150 | 151 |
| June | 161 | 147 | 100 | 127 | 151 | 152 |
| July | 170 | 147 | 100 | 127 | 149 | 158 |
| August | 189 | 152 | 100 | 140 | 149 | 171 |
| September | 191 | 167 | 100 | 140 | 150 | 174 |
| October | 190 | 177 | 100 | 144 | 154 | 175 |
| November | 193 | 178 | 100 | 146 | 157 | 178 |
| December | 201 | 209 | 100 | 150 | 157 | 186 |

GAUHATI

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscel- laneous | All Items |
|---------------------|------|----------------------|---------------|---|--------------------|--------------|
| Weights | 63.4 | 8.6 | 4.5 | 5.1 | 18.4 | 100.0 |
| 1945 | 89 | 70 | 100 | 98 | 99 | 90 |
| 1946 | 85 | 65 | 100 | 96 | 94 | 86 |
| 1947 | 106 | 65 | 100 | 95 | 105 | 97 |
| 1948 | 124 | 67 | 100 | 143 | 114 | 117 |
| 1949 | 129 | 67 | 100 | 215 | 140 | 128 |
| 1949 | | | | | | |
| December | 129 | 68 | 100 | 126 | 140 | 124 |
| 1950 | | | | | | |
| January | 124 | 68 | 100 | 131 | 140 | 122 |
| February | 125 | 68 | 100 | 131 | 140 | 122 |
| March | 126 | 68 | 100 | 130 | 140 | 122 |
| April | 126 | 68 | 100 | 128 | 140 | 122 |
| May | 128 | 68 | 100 | 129 | 141 | 124 |
| June | 129 | 68 | 100 | 143 | 146 | 126 |
| July | 131 | 68 | 100 | 148 | 147 | 128 |
| August | 130 | 66 | 100 | 162 | 148 | 128 |
| September | 129 | 60 | 100 | 178 | 149 | 128 |
| October | 130 | 55 | 100 | 241 | 149 | 131 |
| November | 127 | 55 | 100 | 208 | 149 | 128 |
| December | 127 | 55 | 100 | 212 | 147 | 127 |

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS - *contd.*

(Base : 1944=100)

SILCHAR

| | | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|-----------|---|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | | 71.7 | 7.1 | 4.4 | 6.7 | 10.1 | 100.0 |
| 1945 | . | 89 | 95 | 100 | 88 | 109 | 92 |
| 1946 | . | 94 | 139 | 100 | 78 | 88 | 96 |
| 1947 | . | 111 | 156 | 100 | 94 | 92 | 110 |
| 1948 | . | 105 | 161 | 100 | 179 | 110 | 132 |
| 1949 | . | 141 | 159 | 100 | 135 | 117 | 138 |
| 1949 | | | | | | | |
| December | . | 134 | 163 | 100 | 128 | 111 | 132 |
| 1950 | | | | | | | |
| January | . | 122 | 154 | 100 | 129 | 110 | 123 |
| February | . | 133 | 143 | 100 | 129 | 102 | 120 |
| March | . | 142 | 156 | 100 | 137 | 101 | 136 |
| April | . | 145 | 165 | 100 | 144 | 104 | 140 |
| May | . | 159 | 165 | 100 | 153 | 106 | 151 |
| June | . | 150 | 165 | 100 | 155 | 108 | 145 |
| July | . | 152 | 165 | 100 | 157 | 111 | 147 |
| August | . | 166 | 165 | 100 | 159 | 110 | 157 |
| September | . | 173 | 165 | 100 | 158 | 110 | 162 |
| October | . | 171 | 165 | 100 | 155 | 111 | 160 |
| November | . | 164 | 165 | 100 | 160 | 113 | 156 |
| December | . | 148 | 165 | 100 | 160 | 115 | 145 |

TINSUKIA

| | | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|-----------|---|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | | 68.7 | 7.3 | 3.2 | 8.5 | 12.3 | 100.0 |
| 1945 | . | 94 | 81 | 100 | 100 | 100 | 94 |
| 1946 | . | 86 | 53 | 100 | 73 | 83 | 83 |
| 1947 | . | 98 | 65 | 100 | 94 | 84 | 93 |
| 1948 | . | 114 | 53 | 100 | 125 | 100 | 109 |
| 1949 | . | 113 | 58 | 100 | 133 | 111 | 110 |
| December | . | 113 | 61 | 100 | 170 | 108 | 113 |
| 1950 | | | | | | | |
| January | . | 113 | 61 | 100 | 183 | 107 | 114 |
| February | . | 116 | 61 | 100 | 183 | 107 | 116 |
| March | . | 119 | 61 | 100 | 183 | 107 | 118 |
| April | . | 116 | 61 | 100 | 183 | 108 | 116 |
| May | . | 117 | 61 | 100 | 142 | 108 | 113 |
| June | . | 118 | 61 | 100 | 142 | 108 | 114 |
| July | . | 118 | 61 | 100 | 142 | 104 | 113 |
| August | . | 118 | 61 | 100 | 144 | 102 | 113 |
| September | . | 116 | 61 | 100 | 144 | 102 | 112 |
| October | . | 114 | 61 | 100 | 144 | 103 | 111 |
| November | . | 114 | 61 | 100 | 144 | 103 | 111 |
| December | . | 114 | 61 | 100 | 144 | 102 | 111 |

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

LUDHIANA

| | | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|-----------|------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | | 61.2 | 9.2 | 3.7 | 10.8 | 15.1 | 100.0 |
| 1945 | . | 106 | 105 | 100 | 98 | 106 | 105 |
| 1946 | . | 125 | 112 | 100 | 93 | 122 | 119 |
| 1947 | . | 149 | 158 | 100 | 110 | 135 | 142 |
| 1948 | . | 183 | 160 | 100 | 135 | 167 | 168 |
| 1949 | . | 177 | 157 | 100 | 102 | 176 | 164 |
| 1949 | | | | | | | |
| December | . | 172 | 158 | 100 | 110 | 185 | 163 |
| January | 1950 | 167 | 155 | 100 | 110 | 185 | 160 |
| February | . | 169 | 155 | 100 | 110 | 185 | 161 |
| March | . | 172 | 157 | 100 | 107 | 178 | 162 |
| April | . | 173 | 154 | 100 | 107 | 174 | 162 |
| May | . | 174 | 156 | 100 | 109 | 168 | 162 |
| June | . | 175 | 153 | 100 | 109 | 171 | 162 |
| July | . | 176 | 150 | 100 | 116 | 182 | 165 |
| August | . | 181 | 149 | 100 | 108 | 195 | 169 |
| September | . | 170 | 150 | 100 | 108 | 199 | 168 |
| October | . | 177 | 152 | 100 | 117 | 197 | 168 |
| November | . | 176 | 152 | 100 | 114 | 195 | 167 |
| December | . | 179 | 152 | 100 | 120 | 196 | 170 |

AKOLA

| | | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|-----------|------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | | 58.6 | 7.3 | 2.1 | 13.4 | 18.6 | 100.0 |
| 1945 | . | 99 | 88 | 100 | 91 | 101 | 98 |
| 1946 | . | 116 | 86 | 100 | 90 | 101 | 107 |
| 1947 | . | 164 | 91 | 100 | 98 | 115 | 139 |
| 1948 | . | 175 | 204 | 100 | 100 | 123 | 156 |
| 1949 | . | 103 | 196 | 100 | 105 | 132 | 168 |
| December | 1949 | 184 | 191 | 100 | 105 | 120 | 161 |
| January | 1950 | 180 | 189 | 100 | 105 | 113 | 156 |
| February | . | 170 | 180 | 100 | 105 | 113 | 155 |
| March | . | 177 | 170 | 100 | 105 | 130 | 157 |
| April | . | 175 | 163 | 100 | 105 | 126 | 154 |
| May | . | 170 | 151 | 100 | 105 | 119 | 155 |
| June | . | 185 | 151 | 100 | 105 | 119 | 158 |
| July | . | 197 | 151 | 100 | 105 | 120 | 165 |
| August | . | 198 | 150 | 100 | 105 | 125 | 167 |
| September | . | 197 | 150 | 100 | 105 | 127 | 166 |
| October | . | 200 | 150 | 100 | 105 | 125 | 168 |
| November | . | 211 | 150 | 100 | 105 | 125 | 174 |
| December | . | 199 | 150 | 100 | 105 | 126 | 167 |

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—concl.

(Base : 1944=100)

JUBBULPORE

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 58.2 | 7.2 | 2.7 | 12.6 | 19.3 | 100.0 |
| 1945 | 90 | 93 | 100 | 85 | 114 | 95 |
| 1946 | 98 | 97 | 100 | 79 | 120 | 101 |
| 1947 | 121 | 110 | 100 | 88 | 159 | 123 |
| 1948 | 149 | 127 | 100 | 121 | 170 | 146 |
| 1949 | 152 | 143 | 100 | 123 | 176 | 151 |
| December 1950 | 150 | 146 | 100 | 116 | 162 | 146 |
| January | 143 | 145 | 100 | 116 | 165 | 143 |
| February | 142 | 145 | 100 | 117 | 170 | 143 |
| March | 147 | 145 | 100 | 117 | 194 | 161 |
| April | 147 | 145 | 100 | 117 | 207 | 153 |
| May | 143 | 145 | 100 | 117 | 208 | 151 |
| June | 145 | 145 | 100 | 117 | 298 | 152 |
| July | 152 | 155 | 100 | 108 | 203 | 155 |
| August | 157 | 167 | 100 | 107 | 180 | 154 |
| September | 153 | 153 | 100 | 107 | 179 | 151 |
| October | 156 | 150 | 100 | 113 | 190 | 155 |
| November | 162 | 143 | 100 | 113 | 188 | 158 |
| December | 179 | 143 | 100 | 115 | 189 | 168 |

KHARAGPUR

| | Food | Fuel and Lighting | House Rent | Clothing, Bedding and Footwear | Miscellaneous | All Items |
|---------------------|------|-------------------|------------|--------------------------------|---------------|-----------|
| Weights | 69.2 | 5.9 | 3.4 | 10.6 | 10.9 | 100.0 |
| 1945 | 97 | 110 | 100 | 83 | 109 | 97 |
| 1946 | 102 | 97 | 100 | 76 | 113 | 100 |
| 1947 | 116 | 106 | 100 | 80 | 119 | 111 |
| 1948 | 135 | 116 | 100 | 126 | 129 | 132 |
| 1949 | 142 | 114 | 100 | 125 | 142 | 137 |
| December 1950 | 140 | 113 | 100 | 110 | 142 | 134 |
| January | 139 | 113 | 100 | 115 | 144 | 134 |
| February | 138 | 107 | 100 | 113 | 146 | 133 |
| March | 141 | 107 | 100 | 117 | 148 | 136 |
| April | 141 | 104 | 100 | 122 | 152 | 136 |
| May | 141 | 107 | 100 | 128 | 151 | 137 |
| June | 144 | 108 | 100 | 132 | 147 | 139 |
| July | 146 | 110 | 100 | 130 | 141 | 140 |
| August | 146 | 111 | 100 | 135 | 141 | 141 |
| September | 142 | 110 | 100 | 139 | 141 | 139 |
| October | 144 | 109 | 100 | 146 | 141 | 141 |
| November | 141 | 109 | 100 | 141 | 138 | 137 |
| December | 138 | 109 | 100 | 147 | 136 | 136 |

COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT MUFASSAL CENTRES IN MADRAS

(Base : July, 1935 to June, 1936=100)

| Month and year | Visa-kha-patnam | Eluru | Bollary | Cuddalore | Tiruchirapalli | Mathurai | Coimbatore | Kozhikode |
|-------------------|-----------------|-------|---------|-----------|----------------|----------|------------|-----------|
| 1948 | 338 | 367 | 370 | 372 | 351 | 331 | 337 | 394 |
| 1949 | 360 | 396 | 378 | 364 | 365 | 360 | 385 | 409 |
| December 1950 | 354 | 403 | 390 | 375 | 376 | 364 | 394 | 403 |
| January | 346 | 308 | 388 | 374 | 377 | 352 | 398 | 420 |
| February | 342 | 399 | 393 | 365 | 370 | 344 | 386 | 422 |
| March | 341 | 306 | 397 | 361 | 360 | 343 | 386 | 423 |
| April | 343 | 391 | 393 | 357 | 359 | 344 | 376 | 424 |
| May | 348 | 303 | 387 | 359 | 369 | 343 | 375 | 428 |
| June | 352 | 396 | 390 | 363 | 374 | 343 | 379 | 450 |
| July | 360 | 407 | 382 | 369 | 371 | 345 | 394 | 439 |
| August | 365 | 406 | 371 | 368 | 375 | 350 | 396 | 438 |
| September | 363 | 419 | 372 | 378 | 378 | 354 | 396 | 339 |
| October | 366 | 416 | 369 | 392 | 376 | 354 | 392 | 427 |
| November | 361 | 415 | 380 | 384 | 376 | 355 | 391 | 417 |
| December | 358 | 410 | 371 | 383 | 374 | 348 | 389 | 411 |

Source.—Public (Economics and Statistics) Department, Government of Madras.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian workpeople, viz., Tamils, Telugus and Uryas on a singleman basis.

(Base : Year 1941=100)

| Month and Year 1 | Food 2 | Fuel and Lighting 3 | Clothing 4 | Miscella- neous 5 | House Rent 6 | All Items comb.ned 7 |
|---------------------|-----------|---------------------------|---------------|-------------------------|--------------------|----------------------------|
| 1949 | | | | | | |
| December | 371 | 290 | 571 | 471 | 266 | 371 |
| 1950 | | | | | | |
| January | 377 | 323 | 573 | 471 | 266 | 378 |
| February | 357 | 318 | 560 | 471 | 266 | 364 |
| March | 337 | 309 | 590 | 471 | 266 | 351 |
| April | 330 | 279 | 579 | 471 | 266 | 343 |
| May | 333 | 257 | 600 | 471 | 266 | 345 |
| June | 356 | 250 | 641 | 467 | 266 | 361 |
| July | 391 | 214 | 638 | 454 | 266 | 380 |
| August | 390 | 201 | 475 | 454 | 266 | 368 |
| September | 379 | 204 | 440 | 454 | 266 | 359 |
| October | 352 | 197 | 440 | 454 | 266 | 341 |
| November | 344 | 192 | 443 | 454 | 266 | 335 |
| December | 344 | 182 | 423 | 454 | 266 | 333 |

Source.—Weekly notes by the Director of Labour, Burma.

COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES
(Base : 1937=100)

| Country | U.K. | U.S.A. | Canada | Australia | Turkey | Ceylon |
|-------------|-----------|--------|--------|-----------|----------|------------|
| Town | | | | | Istanbul | Colombo(c) |
| 1938 . . . | 101 | 98 | 101 | 103 | 100 | — |
| 1939 . . . | 103 | 97 | 100 | 105 | 101 | 108* |
| 1940 . . . | 119 | 98 | 104 | 110 | 112 | 112 |
| 1941 . . . | 129 | 102 | 110 | 115 | 138 | 122 |
| 1942 . . . | 130 | 113 | 116 | 125 | 232 | 164 |
| 1943 . . . | 129 | 120 | 117 | 129 | 346 | 195 |
| 1944 . . . | 130 | 122 | 117 | 129 | 338 | 200 |
| 1945 . . . | 132 | 125 | 118 | 129 | 353 | 221 |
| 1946 . . . | 132 | 136 | 122 | 131 | 341 | 229 |
| 1947 . . . | 102 a)(b) | 155 | 134 | 136 | 343 | 252 |
| 1948 . . . | 108 | 137 | 153 | 148 | 345 | 260 |
| 1949 . . . | 111 | 165 | 159 | 162 | 378 | 258 |
| December . | 113 | 163 | 160 | 168† | 379 | 264 |
| 1950 | | | | | | |
| January . | 113 | 163 | 159 | | 383 | 271 |
| February . | 113 | 162 | 160 | 170 | 388 | 271 |
| March . | 113 | 163 | 162 | | 382 | 266 |
| April . | 114 | 163 | 162 | | 374 | 266 |
| May . | 114 | 164 | 162 | 176 | 361 | 266 |
| June . | 114 | 166 | 163 | | 357 | 271 |
| July . | 114 | 168 | 166 | | 350 | 272 |
| August . | 113 | 168 | 167 | 180 | 343 | 274 |
| September . | 114 | 169 | 168 | | 341 | 283 |
| October . | 115 | 170 | 169 | — | 346 | 279 |
| November . | 116 | 171 | 169 | | 348 | 277 |
| December . | — | 174 | 169 | — | — | 273 |

(a) New Series from July, 1947 ; Base : 17th June, 1947 = 100.

(b) July to December.

(c) Base : November, 1938 to April, 1939 = 100.

* August—December.

† Relates to the quarter ending December, 1949.

Source.—Tr. Labour Office.

Retail and Wholesale Prices

MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF DECEMBER, 1950

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of consumption items as compared to their average prices during 1944.

Urban Centres

The index numbers for 'all articles of food' showed a clear downward trend during the month under review. This downward trend was due to a fall in the prices of miscellaneous articles of food, e.g., *gur*, vegetables, chillies and salt.

An analysis by the various consumption groups is given below :—

Cereals.—The index numbers for this sub-group fluctuated both ways and no clear trend of prices could, therefore, be ascertained. The fluctuations ranged from a fall of 20 points at Meerut to a rise of 15 points at Agra and in as many as four centres, the index numbers remained stationary.

Pulses.—The index numbers for this sub-group advanced in a majority of the centres. Some of the centres in U.P. recorded a general rise in the prices of pulses.

Other articles of food.—The index numbers for this sub-group declined in all the centres except Surat where it remained stationary. Important articles which registered a fall in the prices were *gur*, vegetables, chillies and salt. In as many as six centres, the decline in the indices exceeded 10 points.

Fuel and Lighting.—The trend of prices in this group was in general downward and the index numbers for this group declined in ten centres. The largest fall of 12 points was recorded at Dohad due mainly to a decrease in the prices of kerosene oil and match box.

Miscellaneous.—The fluctuations in the index numbers for this group ranged from a rise of 8 points at Raniganj to a fall of 9 points at Howrah. No clear trend of prices was discernible in this group.

Rural Centres

The index numbers for "all articles of food" advanced at five centres declined at three centres and remained stationary at one centre. At Maibang and Muniguda, the index numbers for "cereals" declined by 32 and 22 points respectively due to a fall in the price of rice alone. At Multapi, also, a significant rise in the prices of rice and *Jowar* was recorded. The general tendency of the prices of pulses was either to rise slightly or to remain stationary. In the sub-group "other articles of food", the fluctuations of index numbers ranged from a fall of 5 points at Maibang to a rise of 10 points at Muniguda and there was no clear trend of prices. The prices of items in the fuel and lighting, clothing and miscellaneous groups were more or less stable. A noteworthy rise in the index number for miscellaneous group was, however, recorded at Muniguda solely due to an increase in the price of washing soap.

RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base:

| Name of Centre and State 1 | Cereals | | | Pulses | | | Other articles of food | | |
|----------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|
| | Decem- ber '49 2 | Novem- ber '50 3 | Decem- ber '50 4 | Decem- ber '49 5 | Novem- ber '50 6 | Decem- ber '50 7 | Decem- ber '49 8 | Novem- ber '50 9 | Decem- ber '50 10 |
| I.—Bombay : | | | | | | | | | |
| Bubli | 147 | 141 | 141 | 126 | 120 | 122 | 166 | 194 | 193 |
| Surat | 104 | 107 | 106 | 141 | 142 | 143 | 191 | 152 | 152 |
| Dhodad | 142 | 130 | 141a | 149 | 154 | 154 | 184 | 181 | 175 |
| II.—Punjab (I) | | | | | | | | | |
| Amritsar | x | x | x | x | x | x | x | x | x |
| III.—Uttar Pradesh: | | | | | | | | | |
| Lucknow | 143 | 143 | 151 | 164 | 164 | 168 | 182 | 191 | 161c |
| Agra | 135 | 139 | 154b | 158 | 168 | 172 | 194 | 180 | 165c |
| Bareilly | 151 | 163 | 168 | 162 | 177 | 181 | 197 | 189 | 174d |
| Banaras | 171 | 163 | 154 | 148 | 157 | 164 | 217 | 204 | 188e |
| Meerut | 177 | 191 | 171f | 153 | 160 | 167 | 197 | 184 | 178 |
| IV.—Bihar : | | | | | | | | | |
| Patna | 175 | 267 | 248g | 145 | 167 | 175 | 210 | 206 | 194h |
| V.—West Bengal : | | | | | | | | | |
| Howrah | 141 | 140 | 141 | 109 | 133 | 136 | 167 | 196 | 184i |
| Budgo-Budge | 144 | 147 | 148 | 116 | 132 | 129 | 171 | 201 | 194 |
| Kankinara | 133 | 129 | 132 | 114 | 122 | 122 | 158 | 187 | 182 |
| Raniganj | 156 | 192 | 174j | 117 | 115 | 115 | 211 | 205 | 198 |
| Calcutta | 140 | 137 | 137 | 124 | 130 | 131 | 178 | 195 | 191 |
| Gouripore | 130 | 132 | 132 | 115 | 124 | 125 | 157 | 190 | 184 |
| Serampore | 137 | 142 | 144 | 125 | 138 | 136 | 176 | 182 | 181 |
| Kanchrapora | 135 | 132 | 132 | 132 | 138 | 142 | 166 | 189 | 181 |

(a) Rise in the price of rice.

(b) Rise in the prices of gram and barley.

(c) Fall in the prices of gur and potatoes.

(d) Fall in the price of gur, salt and potatoes.

(e) Fall in the prices of potatoes and chillies.

(f) Fall in the prices of gram and bajra.

(g) Fall in the prices of rice, wheat, gram and sattoo.

(h) Fall in the prices of gur, potatoes and onions.

(i) Fall in the prices of gur, chillies, fish, potatoes and brinjal.

(j) Fall in the price of rice.

(k) Fall in the prices of kerosene oil and match box.

(z) Returns not received.

AT 18 SELECTED URBAN CENTRES
1944=100)

| All articles of food | | | Fuel and Lighting | | | Miscellaneous | | | Name of Centre and State. |
|----------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------------|
| December '49 11 | November '50 12 | December '50 13 | December '49 14 | November '50 15 | December '50 16 | December '49 17 | November '50 18 | December '50 19 | 20 |
| 158 | 176 | 176 | 113 | 109 | 107 | 163 | 163 | 169 | I.—Bombay: |
| 166 | 142 | 141 | 103 | 96 | 96 | 146 | 152 | 150 | Hubli |
| 171 | 168 | 166 | 172 | 151 | 139 ^k | 147 | 152 | 159 | Surat |
| | | | | | | | | | Dohad |
| | | | | | | | | | II.—Punjab (I) |
| x | x | x | x | x | x | x | x | x | Amritsar |
| | | | | | | | | | III.—Uttar Pradesh |
| 170 | 176 | 160 | 121 | 120 | 123 | 143 | 156 | 159 | Lucknow |
| 175 | 169 | 164 | 119 | 117 | 125 | 124 | 136 | 133 | Agra |
| 181 | 181 | 174 | 131 | 127 | 126 | 128 | 135 | 139 | Bareilly |
| 194 | 186 | 175 | 135 | 123 | 123 | 302 | 262 | 264 | Banaras |
| 186 | 183 | 175 | 127 | 117 | 121 | 146 | 139 | 145 | Meerut |
| | | | | | | | | | IV.—Bihar: |
| 101 | 221 | 209 | 148 | 142 | 133 | 163 | 153 | 153 | Patna |
| | | | | | | | | | V.—West Bengal: |
| 158 | 180 | 171 | 104 | 107 | 98 | 160 | 167 | 158 | Howrah |
| 159 | 183 | 178 | 110 | 110 | 110 | 162 | 193 | 195 | Budge-Budge |
| 145 | 165 | 163 | 111 | 109 | 107 | 151 | 155 | 156 | Kankinara |
| 188 | 190 | 182 | 206 | 163 | 163 | 161 | 171 | 170 | Raniganj |
| 164 | 176 | 174 | 111 | 107 | 106 | 158 | 169 | 158 | Calcutta |
| 146 | 171 | 167 | 133 | 136 | 134 | 162 | 166 | 170 | Gouripore |
| 160 | 167 | 166 | 124 | 135 | 133 | 171 | 170 | 169 | Scamptore |
| 157 | 173 | 169 | 131 | 132 | 130 | 155 | 158 | 155 | Kauchrapara |

RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRES

(Base : 1944=100)

| Name of Centres | Cereals | | | Pulses | | | Other articles of food | | |
|----------------------|-------------|-------------|------------------|-------------|-------------|-------------|------------------------|-------------|-------------|
| | Dec. '49 | Nov. '50 | Dec. '50 | Dec. '49 | Nov. '50 | Dec. '50 | Dec. '49 | Nov. '50 | Dec. '50 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| <i>Eastern Zone</i> | | | | | | | | | |
| 1. Bamra . . | 169 | 170 | 171 | 97 | 102 | 102 | 207 | 178 | 174 |
| 2. Maibang . . | 141 | 163 | 131 ^a | 142 | 142 | 142 | 165 | 162 | 157 |
| 3. Shankargarh . . | 108 | 135 | 137 | 110 | 146 | 147 | 225 | 218 | 218 |
| 4. Sonalli . . | x | x | x | x | x | x | x | x | x |
| <i>Northern Zone</i> | | | | | | | | | |
| 5. Multapi . . | 157 | 188 | 206 ^b | 128 | 166 | 170 | 185 | 214 | 210 |
| 6. Nana . . | 297 | 296 | 296 | 290 | 241 | 241 | 228 | 266 | 269 |
| 7. Salamatpur . . | 223 | 214 | 217 | 153 | 222 | 225 | 211 | 220 | 221 |
| <i>Southern Zone</i> | | | | | | | | | |
| 8. Krishna . . | 171 | 253 | 249 | 182 | 166 | 162 | 183 | 201 | 199 |
| 9. Lakh . . | 186 | 186 | 186 | 187 | 176 | 176 | 171 | 168 | 173 |
| 10. Malur . . | x | x | x | x | x | x | x | x | x |
| 11. Muniguda . . | 190 | 343 | 321 ^a | 215 | 263 | 269 | 244 | 250 | 260 |
| 12. Kudchi . . | 126 | 134 | — | 123 | 140 | — | 199 | 185 | — |

| Name of Centres | All articles of food | | | Fuel & Lighting | | | Clothing etc. | | | Miscellaneous | | |
|----------------------|----------------------|-------------|-------------|-----------------|-------------|-------------|---------------|-------------|-------------|---------------|-------------|------------------|
| | Dec. '49 | Nov. '50 | Dec. '50 | Dec. '49 | Nov. '50 | Dec. '50 | Dec. '49 | Nov. '50 | Dec. '50 | Dec. '49 | Nov. '50 | Dec. '50 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| <i>Eastern Zone</i> | | | | | | | | | | | | |
| 1. Bamra . . | 183 | 164 | 162 | 89 | 87 | 88 | 189 | 194 | 195 | 181 | 185 | 182 |
| 2. Maibang . . | 160 | 159 | 153 | 103 | 103 | 103 | 118 | 130 | 130 | 93 | 91 | 95 |
| 3. Shankargarh . . | 161 | 175 | 175 | 106 | 95 | 95 | 128 | 133 | 133 | 160 | 153 | 152 |
| 4. Sonalli . . | x | x | x | x | x | x | x | x | x | x | x | x |
| <i>Northern Zone</i> | | | | | | | | | | | | |
| 5. Multapi . . | 166 | 197 | 199 | 112 | 115 | 115 | 94 | 169 | 172 | 141 | 174 | 172 |
| 6. Nana . . | 249 | 270 | 272 | 135 | 144 | 142 | 150 | 150 | 150 | 198 | 198 | 198 |
| 7. Salamatpur . . | 200 | 219 | 221 | 129 | 100 | 100 | 130 | 137 | 137 | 170 | 259 | 259 |
| <i>Southern Zone</i> | | | | | | | | | | | | |
| 8. Krishna . . | 181 | 207 | 205 | 163 | 140 | 141 | 153 | 132 | 135 | 219 | 209 | 204 |
| 9. Lakh . . | 176 | 173 | 175 | 93 | 93 | 90 | 133 | 111 | 111 | 141 | 147 | 147 |
| 10. Malur . . | x | x | x | x | x | x | x | x | x | x | x | x |
| 11. Muniguda . . | 228 | 271 | 274 | 124 | 97 | 97 | 133 | 154 | 163 | 173 | 171 | 200 ^d |
| 12. Kudchi . . | 178 | 171 | — | 113 | 120 | — | 122 | 127 | — | 145 | 148 | — |

(a) Fall in the price of rice.

(b) Rise in the prices of rice and *jowar*.

(c) Rise in the prices of edible oil, turmeric and tamarind.

(d) Rise in the price of washing soap.

(x) Returns not received.

INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS
(Base : July, 1935 to June, 1936 = 100)

| District 1 | Rural Centres 2 | Index Numbers | | |
|----------------------|----------------------|-----------------------|-----------------------|-----------------------|
| | | December 1949 3 | November 1950 4 | December 1950 5 |
| Visakhapatnam . . . | Adivivaram . . . | 411 | 431 | 433 |
| " Godavari . . . | Thettangi . . . | 482 | 488 | 497 |
| Bellary . . . | Alamuru . . . | 417 | 428 | 424 |
| South Arcot . . . | Madavaram . . . | 462 | 473 | 474 |
| " . . . | Puliyur . . . | 439 | 437 | 432 |
| Tiruchirapalli . . . | Agaram . . . | 389 | 409 | 405 |
| Muthurai . . . | Thulayanantham . . . | 467 | 486 | 486 |
| " . . . | Eriodu . . . | 421 | 446 | 438 |
| Coimbatore . . . | Gokilapuram . . . | 435 | 436 | 439 |
| Malabar . . . | Kinathukadavu . . . | 420 | 428 | 427 |
| Chingleput . . . | Koduvalli . . . | 526 | 642 | 642 |
| " . . . | Guduvancheri . . . | 444 | 445 | 448 |
| | Kunnathur . . . | 439 | 479 | 471 |

Source.—Public (Economics and Statistics) Department, Government of Madras.

ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES

The Economic Adviser's Index Numbers of wholesale prices comprise selected items under the groups Food, Industrial Raw Materials, Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

| 1 | Cereals | Pulses | Other articles of food | All food articles | Textile products | General Index |
|---------------------|---------|--------|------------------------|-------------------|------------------|---------------|
| | 2 | 3 | 4 | 5 | 6 | 7 |
| 1947 Average . . . | 312 | 471 | 232 | 292 | 314 | 297 |
| 1948 Average . . . | 445 | 426 | 269 | 375 | 406 | 368 |
| 1949 Average . . . | 466 | 439 | 277 | 390 | 398 | 381 |
| 1949 December . . . | 435 | 382 | 284 | 374 | 395 | 382 |
| 1950 January . . . | 431 | 410 | 295 | 379 | 398 | 385 |
| February . . . | 444 | 426 | 315 | 395 | 402 | 392 |
| March . . . | 454 | 440 | 303 | 396 | 402 | 392 |
| April . . . | 468 | 417 | 309 | 399 | 402 | 391 |
| May . . . | 457 | 402 | 319 | 402 | 401 | 394 |
| June . . . | 456 | 409 | 321 | 403 | 399 | 396 |
| July . . . | 475 | 461 | 335 | 423 | 400 | 405 |
| August . . . | 478 | 464 | 340 | 426 | 402 | 410 |
| September . . . | 485 | 475 | 339 | 430 | 402 | 413 |
| October . . . | 495 | 484 | 319 | 427 | 403 | 411 |
| November . . . | 521 | 509 | 281 | 424 | 403 | 411 |
| December . . . | 510 | 507 | 291 | 424 | 404 | 413 |

Source.—Office of the Economic Adviser to the Government of India.

Employment Service

EMPLOYMENT EXCHANGE STATISTICS

| Period | No. of exchanges at the end of the period | No. of registrations during the period | No. of applicants placed in employment during the period | No. of applicants on the live registers at the end of the period | No. of employers using the exchanges during the period | No. of vacancies notified during the period | No. of vacancies outstanding at the end of the period |
|--|---|--|--|--|--|---|---|
| | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 15th August, 1947 to 31st December, 1947 | 53 | 207,838 | 61,729 | 236,734 | 2,879* | 97,892 | 68,756 |
| 1948 . . . | 54 | 868,787 | 259,774 | 239,033 | 3,422* | 380,118 | 55,131 |
| 1949 . . . | 55 | 1,066,351 | 256,809 | 274,335 | 4,483* | 362,011 | 29,292 |
| December 1950— | 55 | 71,819 | 19,505 | 274,335 | 4,284 | 27,748 | 29,292 |
| January . . . | 55 | 71,476 | 19,328 | 269,091 | 3,912 | 24,738 | 27,960 |
| February . . . | 54 | 76,471 | 20,812 | 265,295 | 4,256 | 24,404 | 20,788 |
| March . . . | 54 | 87,072 | 24,976 | 265,962 | 4,991 | 35,193 | 24,047 |
| April . . . | 54 | 91,897 | 23,837 | 281,972 | 5,233 | 34,938 | 29,482 |
| May . . . | 64 | 108,921 | 29,434 | 305,003 | 5,940 | 39,735 | 31,484 |
| June . . . | 64 | 109,934 | 29,850 | 322,958 | 5,948 | 36,901 | 27,911 |
| July . . . | 64 | 121,017 | 29,303 | 345,395 | 6,919 | 34,900 | 24,388 |
| August . . . | 65 | 119,682 | 29,021 | 365,732 | 6,135 | 34,858 | 23,432 |
| September . . . | 65 | 101,585 | 29,377 | 347,944 | 6,313 | 34,802 | 23,396 |
| October . . . | 66 | 92,835 | 27,302 | 338,311 | 5,523 | 34,006 | 25,269 |
| November . . . | 66 | 114,139 | 34,554 | 333,628 | 5,879 | 43,078 | 27,570 |
| December . . . | 67 | 115,330 | 33,809 | 330,743 | 5,739 | 41,664 | 28,189 |

* Monthly averages.

Employment Exchange Statistics for December, 1950, by States

| State or Region | No. of exchanges | No. of registrations | No. of applicants placed in employment during the month | No. of applicants on the live registers at the end of the month | No. of employers using exchanges | No. of vacancies notified | No. of vacancies outstanding |
|------------------------|------------------|----------------------|---|---|----------------------------------|---------------------------|------------------------------|
| | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Assam . . . | 2 | 2,079 | 271 | 9,802 | 69 | 351 | 434 |
| Bihar . . . | 4 | 10,162 | 2,860 | 25,424 | 279 | 4,608 | 4,455 |
| Bombay . . . | 11 | 14,743 | 4,180 | 34,861 | 546 | 6,652 | 4,183 |
| DelhiRajasthan & Ajmer | 6 | 8,147 | 2,444 | 18,379 | 411 | 2,928 | 1,830 |
| Hyderabad . . . | 3 | 3,933 | 117 | 6,420 | 41 | 184 | 355 |
| Madhya Pradesh . . . | 5 | 3,922 | 702 | 13,814 | 162 | 821 | 1,007 |
| Madras . . . | 12 | 18,002 | 4,566 | 68,235 | 806 | 5,454 | 2,768 |
| Oriissa . . . | 1 | 605 | 58 | 1,548 | 32 | 79 | 497 |
| Punjab . . . | 7 | 6,549 | 2,037 | 16,574 | 545 | 2,760 | 2,321 |
| Uttar Pradesh . . . | 10 | 30,916 | 14,480 | 64,099 | 2,423 | 15,006 | 5,468 |
| West Bengal . . . | 6 | 16,372 | 2,094 | 71,578 | 426 | 2,821 | 4,871 |
| Total . . . | 67 | 115,330 | 33,809 | 330,743 | 5,739 | 41,664 | 28,189 |

TRAINING STATISTICS

| Month 1 | No. of centres at the end of the period 2 | Number of persons undergoing training at the end of the period | | | | | Total 7 |
|------------|--|--|-----------------|------------|---------------------------|---------|------------|
| | | Technical 3 | Vocational 4 | Women 5 | Appren- ticeship* 6 | | |
| 1947— | | | | | | | |
| September | 187 | 5,800 | 1,878 | 893 | 265 | 8,836† | |
| December | 249 | 5,372 | 2,439 | 832 | 457 | 9,100† | |
| 1948— | | | | | | | |
| December | 435 | 10,445 | 4,233 | 294 | 2,442 | 17,414† | |
| 1949— | | | | | | | |
| December | 366 | 5,682 | 2,046 | 163 | 1,023 | 8,914 | |
| 1950— | | | | | | | |
| January | 305 | 4,729 | 1,630 | 160 | 637 | 7,166 | |
| February | 278 | 3,920 | 1,351 | 159 | 513 | 5,943 | |
| March | 242 | 2,758 | 949 | 159 | 355 | 4,291 | |
| April | 180 | 3,458 | 1,045 | 55 | 163 | 4,721 | |
| May | 168 | 3,399 | 696 | 142 | 128 | 4,305 | |
| June | 126 | 4,142 | 656 | 138 | 11 | 4,947 | |
| July | 98 | 6,022 | 1,162 | 322 | — | 7,566 | |
| August | 63 | 8,635 | 1,886 | 319 | — | 10,870 | |
| September | 63 | 9,465 | 2,215 | 319 | — | 12,020 | |
| October | 63 | 9,238 | 2,136 | 327 | — | 11,701 | |
| November | 63 | 8,730 | 2,082 | 318 | — | 11,130 | |
| December | 63 | 8,466 | 2,014 | 338 | — | 10,818 | |

* The scheme has since been discontinued.

† Excluding disabled persons.

Training Statistics for December, 1950, by States

| State 1 | No. of Centres 2 | Number of persons undergoing training | | | | | Total 7 |
|-------------------|------------------------|---------------------------------------|-----------------|------------|--------------------------|---|------------|
| | | Technical 3 | Vocational 4 | Women 5 | Appren- ticeship 6 | | |
| Assam | 1 | 258 | 81 | — | — | — | 339 |
| Bihar | 3 | 424 | 79 | — | — | — | 503 |
| Bombay | 5 | 935 | 113 | — | — | — | 1,048 |
| Madhya Pradesh | 1 | 316 | 110 | — | — | — | 426 |
| Madras | 10 | 901 | 98 | 55 | — | — | 1,054 |
| Orissa | 2 | 201 | 48 | — | — | — | 219 |
| Punjab | 6 | 974 | 369 | — | — | — | 1,343 |
| Uttar Pradesh | 11 | 1,475 | 460 | 118 | — | — | 2,053 |
| West Bengal | 8 | 1,534 | 394 | — | — | — | 1,028 |
| Mysore | 3 | 236 | 42 | — | — | — | 278 |
| P. E. P. S. U. | 1 | 89 | — | — | — | — | 89 |
| Rajasthan | 1 | 113 | — | — | — | — | 113 |
| Travancore-Cochin | 4 | 288 | 38 | — | — | — | 326 |
| Ajmer | 1 | 134 | — | — | — | — | 134 |
| Coorg | 1 | 43 | 29 | 16 | — | — | 88 |
| Delhi | 4 | 457 | 139 | 149 | — | — | 745 |
| Himachal Pradesh | 1 | 88 | 14 | — | — | — | 102 |
| Total | 63 | 8,466 | 2,014 | 338 | — | — | 10,818 |

Note.—Apart from the figures given above, 154 Instructor trainees and 205 Primary School teachers were also reported to be undergoing training at the end of December 1950.

Source.—Directorate-General of Resettlement and Employment

Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA
(Percentage of man-shifts lost to man-shifts scheduled to work)

| Month | Cotton Mill Industry | | | | | | | | Woollen Industry | |
|-----------|----------------------|--------------------------------|----------------------|--------------------|--------------------|-----------------------------|--------------------|--------------------|-----------------------|---|
| | Bombay (b) 2 | Gr. Ahmed- abad (c) 3 | Sholapur (d) 4 | Madras (a) 5 | Madura (a) 6 | Coinba- tore (a) 7 | Kanpur (d) 8 | Kanpur (d) 9 | Dhariwal (d) 10 | |
| 1 | | | | | | | | | | |
| 1947 | | | | | | | | | | |
| Average | 14.4 | 6.4 | 19.1 | 10.3 | 14.7 | 13.8 | 16.1 | 11.5 | — | — |
| 1948 | | | | | | | | | | |
| Average | 13.3 | 5.9 | 18.1 | 9.1 | 13.9 | 9.6 | 16.1 | 10.6 | — | — |
| 1949 | | | | | | | | | | |
| Average | 15.9 | 7.4 | 21.3 | 8.6 | 13.1 | 8.1 | 15.6 | 11.0 | — | — |
| December | | | | | | | | | | |
| 1950 | 15.3 | 7.7 | 22.5 | 7.9 | 11.3 | 7.4 | 16.7 | 9.3 | 6.7 | |
| January | 12.8 | 7.4 | 21.0 | 9.0 | 11.5 | 7.6 | 14.3 | 9.5 | 5.8 | |
| February | 14.7 | 8.0 | 21.0 | 8.8 | 17.6 | 8.7 | 13.6 | 9.4 | 5.3 | |
| March | 15.9 | 8.7 | 21.5 | 9.2 | 15.4 | 9.0 | 16.2 | 12.5 | 6.3 | |
| April | 16.3 | 9.7 | 23.3 | 9.8 | 14.3 | 10.2 | 19.0 | 12.4 | 5.0 | |
| May | 16.4 | 9.6 | 23.5 | 9.7 | 14.2 | 20.4 | 20.8 | 25.8 | 8.0 | |
| June | 15.2 | 8.9 | 19.9 | 9.9 | 15.8 | 10.6 | 19.9 | 18.4 | 8.0 | |
| July | 13.9 | 8.3 | 20.3 | 9.4 | 16.1 | 7.4 | 17.9 | 13.1 | 6.2 | |
| August | 12.3 | 8.1 | 17.6 | 9.2 | 14.6 | 8.6 | 16.7 | 8.9 | 8.8 | |
| September | * | 8.4 | 19.0 | 12.0 | 14.5 | 8.5 | 15.6 | 7.9 | 13.5 | |
| October | * | 7.8 | 18.3 | 9.5 | 14.3 | 8.1 | 12.8 | 12.2 | 13.8 | |
| November | 13.6 | 7.8 | 18.8 | 8.9 | 13.3 | 9.4 | 12.0 | 10.0 | 12.7 | |
| December | 13.8 | 7.9 | 18.3 | 8.5 | 13.6 | 8.4 | 12.6 | 10.1 | 18.7 | |

| Month | Engineering Industry | | Tele- graph Work- shops | Tramway Work- shops | Iron and Steel Industry | Ordnance Factories | Cement Factories | Match Factories | Leather Industry |
|-----------|----------------------|-----------------------------|----------------------------------|---------------------------|-------------------------------|------------------------|------------------------|------------------------|------------------------|
| | Bombay (b) 11 | West Bengal (c) 12 | All India (a) 13 | All India (a) 14 | All India (a) 15 | All India (a) 16 | All India (a) 17 | All India (a) 18 | All India (d) 19 |
| | | | | | | | | | |
| 1947 | | | | | | | | | |
| Average | 13.8 | — | — | — | — | 10.6 | 12.2 | 1.4 | 15.5 |
| 1948 | | | | | | | | | |
| Average | 13.4 | — | — | — | 14.3 | 8.5 | 10.9 | 10.9 | 8.0 |
| 1949 | | | | | | | | | |
| Average | 13.6 | — | — | — | 13.5 | 8.0 | 10.1 | 10.8 | 11.3 |
| December | 12.3 | 9.1 | — | — | 10.0 | 7.9 | 8.7 | 9.2 | 5.6 |
| 1950 | | | | | | | | | |
| January | 11.0 | 8.9 | 7.1 | 19.3 | 12.2 | 7.5 | 9.6 | 7.3 | 4.9 |
| February | 12.9 | 9.4 | 7.7 | 12.0 | 11.4 | 8.1 | 9.7 | 10.7 | 5.7 |
| March | 15.1 | 14.7 | 9.1 | 16.7 | 14.0 | 11.0 | 11.3 | 13.3 | 6.7 |
| April | 16.3 | 16.2 | 8.8 | 23.7 | 14.1 | 13.2 | 11.4 | 15.5 | 8.4 |
| May | 18.9 | 15.5 | 10.8 | 17.2 | 15.2 | 11.8 | 16.5 | 14.9 | 10.7 |
| June | 14.0 | 12.3 | 9.6 | 13.4 | 14.4 | 9.4 | 12.8 | 12.1 | 7.5 |
| July | 12.0 | 9.3 | 7.9 | 14.4 | 12.2 | 7.7 | 8.6 | 10.3 | 15.5 |
| August | 10.1 | 12.7 | 7.1† | 11.9 | 11.8 | 6.9 | 10.2 | 10.1 | 21.0 |
| September | 11.1 | — | 7.2† | 12.2 | 10.5 | 8.3 | 8.7 | 9.0 | 4.2 |
| October | 10.0 | — | 7.4† | 20.1 | 10.6 | 7.2 | 10.3 | 9.6 | 5.9 |
| November | 12.9† | — | 7.5 | 13.4 | 11.6 | 7.4 | 9.6 | 9.6 | 4.8 |
| December | 11.8 | — | 7.3 | 13.9 | 10.5 | 7.7 | 9.0 | 9.0 | 5.2 |

Sources—

(a) Government of India; Labour Bureau.

(b) Government of Bombay; Deputy Commissioner of Labour (Information).

(c) Labour Commissioner, West Bengal.

(d) Employers' Association of Northern India.

* There was a general strike in the Cotton Textile Industry in Bombay City.

† Revised.

*Absenteeism in Manufacturing Industries in India,
during December, 1950, by Causes*

| | No. of returns 1 | Sickness or accident 2 | Percentage of absenteeism due to | | | | |
|------------------------------------|---------------------|---------------------------|----------------------------------|---------------------------------|-------------------|-----------------|-----------------|
| | | | Leave other than holidays 3 | Social or religious causes 4 | Other causes 5 | All causes 6 | All causes 7 |
| <i>Cotton Mills—</i> | | | | | | | |
| Madras State . . . | 33 | 2.3 | 4.2 | 1.7 | 1.7 | 10.0 | |
| Madras . . . | 1 | 2.3 | 4.2 | 0.9 | 1.1 | 8.5 | |
| Madura . . . | 7 | 2.1 | 7.5 | 2.5 | 1.5 | 13.6 | |
| Coimbatore . . . | 15 | 1.8 | 2.5 | 0.7 | 3.4 | 8.4 | |
| Tinnevelly . . . | 5 | 3.1 | 3.7 | 3.3 | 0.3 | 10.4 | |
| Others . . . | 5 | 3.0 | 3.5 | 0.5 | 1.0 | 8.0 | |
| <i>Woolen Mills—</i> | | | | | | | |
| Dhariwal . . . | 1 | 2.5 | 11.4 | 0.1 | 4.7 | 18.7 | |
| <i>Iron & Steel Factories—</i> | | | | | | | |
| All States . . . | 7 | 2.2 | 4.8 | 0.5 | 3.0 | 10.5 | |
| West Bengal . . . | 3 | 2.4 | 6.9 | — | 1.8 | 11.1 | |
| Bihar . . . | 3 | 2.1 | 4.2 | 0.7 | 3.4 | 10.4 | |
| Madras . . . | 1 | 1.3 | 2.3 | 2.4 | — | 6.0 | |
| <i>Ordnance Factories—</i> | | | | | | | |
| All States . . . | 20 | 1.0 | 4.8 | 0.2 | 1.7 | 7.7 | |
| West Bengal . . . | 3 | 0.8 | 2.7 | 0.1 | 3.3 | 6.9 | |
| Bombay . . . | 5 | 0.7 | 6.7 | 0.1 | 1.3 | 8.8 | |
| Madhya Pradesh . . . | 3 | 0.9 | 6.8 | — | 0.8 | 8.5 | |
| Uttar Pradesh . . . | 7 | 1.5 | 3.6 | 0.6 | 1.2 | 6.9 | |
| Madras . . . | 1 | 0.6 | 4.4 | 0.4 | 0.1 | 5.5 | |
| Punjab . . . | 1 | 2.0 | 4.1 | — | 2.6 | 9.6 | |
| <i>Cement Factories—</i> | | | | | | | |
| All States . . . | 7 | 2.4 | 3.9 | 0.5 | 2.2 | 9.0 | |
| Madras . . . | 3 | 1.9 | 3.0 | 0.4 | 1.5 | 6.8 | |
| Madhya Pradesh . . . | 1 | 1.5 | 2.5 | 1.3 | 2.7 | 8.0 | |
| West Bengal . . . | 1 | 2.5 | 3.9 | — | 2.2 | 8.6 | |
| Bihar . . . | 1 | 4.0 | 6.6 | 0.1 | 2.5 | 13.2 | |
| <i>Match Factories—</i> | | | | | | | |
| All States . . . | 5 | 3.2 | 3.2 | 0.6 | 2.0 | 9.0 | |
| Bombay . . . | 1 | 2.6 | 4.7 | 2.4 | 1.5 | 11.2 | |
| West Bengal . . . | 1 | 2.3 | 1.1 | — | 2.7 | 6.1 | |
| U. P. . . | 1 | 1.8 | 3.5 | 0.2 | 1.3 | 6.8 | |
| Assam . . . | 1 | 3.4 | 1.3 | 0.1 | 1.1 | 5.9 | |
| Madras . . . | 1 | 7.1 | 5.4 | — | 3.4 | 15.9 | |
| <i>Tramway Workshops—</i> | | | | | | | |
| All States . . . | 4 | 3.0 | 3.9 | 5.2 | 1.8 | 13.9 | |
| Bombay . . . | 1 | 3.7 | 3.4 | — | 2.3 | 9.4 | |
| Delhi . . . | 1 | 5.5 | 6.0 | 2.6 | 0.1 | 14.2 | |
| Calcutta . . . | 1 | 2.3 | 5.5 | 8.4 | 2.0 | 18.2 | |
| Madras . . . | 1 | 3.1 | — | 7.3 | 0.7 | 11.3 | |
| <i>Telegraph Workshops—</i> | | | | | | | |
| All States . . . | 2 | 2.3 | 3.8 | 0.4 | 0.8 | 7.3 | |
| Bombay . . . | 1 | 2.4 | 9.2 | 1.0 | — | 12.6 | |
| West Bengal . . . | 1 | 2.2 | 0.5 | — | 1.4 | 4.1 | |

**ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION
INDUSTRIES IN MYSORE STATE**

| Month | Manufacturing | | | | | | Gold Mining | Plantations |
|-----------------|---------------|--------------|----------------|----------------------|---------------------|-----------------|-------------|-------------|
| | Tex-tile | Engin-eering | Food and Drink | Chem-i-cals and Dyes | Wood and Cer-a-mics | Mis-cella-neous | | |
| 1949 | | | | | | | | |
| Average . . . | 11·8 | 11·8 | 19·2 | 13·7 | 11·8 | 12·2 | 14·5 | — |
| November . . . | 10·8 | 13·5 | 19·0 | 12·3 | 13·1 | 12·1 | 28·4 | — |
| December . . . | 10·5 | 13·2 | 22·7 | 16·5 | 12·5 | 12·0 | 20·7 | — |
| 1950 | | | | | | | | |
| January . . . | 11·5 | 13·4 | 18·3 | 13·1 | 7·4 | 14·0 | 18·6 | — |
| February . . . | 11·0 | 13·8 | 22·0 | 13·3 | 8·5 | 14·1 | 16·2 | — |
| March . . . | 10·3 | 13·9 | 21·3 | 11·7 | 9·3 | 16·5 | 10·4 | — |
| April . . . | 12·2 | 13·6 | 19·1 | 12·7 | 9·4 | 17·7 | 11·1 | — |
| May . . . | 14·1 | 14·5 | 28·1 | 14·1 | 10·5 | 8·3 | 20·3 | — |
| June . . . | 11·5 | 12·1 | 21·4 | 12·2 | 9·0 | 13·3 | 11·8 | — |
| July . . . | 9·7 | 10·7 | 20·7 | 10·5 | 7·7 | 13·0 | 9·3 | — |
| August . . . | 11·6 | 10·9 | 18·4 | 10·1 | 7·9 | 13·3 | 10·5 | — |
| September . . . | 10·3 | 11·6 | 21·8 | 10·7 | 8·1 | 12·8 | 11·1 | — |
| October . . . | 9·7 | 9·7 | 11·8 | 13·3 | 7·3 | 13·5 | 9·6 | 17·6* |
| November . . . | 10·2 | 11·0 | 14·0 | 13·3 | 7·9 | 6·9 | 10·4 | 20·3 |

*Absenteeism in Manufacturing Mining and Plantation Industries
in Mysore State during November, 1950, by Causes*

| Industry | No. of returns | Percentage of absenteeism due to | | | | | All causes | |
|--------------------------|----------------|----------------------------------|----------------------------|--------------|---------------|------|------------|--|
| | | Sickness or accident | Social or religious causes | Other causes | | | | |
| | | | | With leave | Without leave | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | | |
| Manufacturing : | | | | | | | | |
| Textile . . . | 18 | 1·2 | 0·8 | 4·7 | 3·5 | 10·2 | | |
| Engineering . . . | 16 | 2·6 | 1·0 | 3·3 | 4·1 | 11·0 | | |
| Food and Drink . . . | 5 | 1·4 | 1·7 | 3·4 | 8·4 | 14·9 | | |
| Chemicals and Dyes . . . | 3 | 3·5 | 3·6 | 2·6 | 3·6 | 13·3 | | |
| Wood and Ceramics . . . | 8 | 0·6 | 0·5 | 3·7 | 3·1 | 7·9 | | |
| Miscellaneous . . . | 5 | 1·8 | 0·2 | 2·4 | 2·5 | 6·9 | | |
| Gold Mining . . . | 3 | 3·7 | 0·1 | 1·8 | 4·8 | 10·4 | | |
| Plantations . . . | 20 | 3·6 | 4·0 | 1·1 | 11·6 | 20·3 | | |

Source.—Labour Commissioner, Mysore.

*The figures were previously being included under "Food and Drink".
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